



W E S T M I N S T E R

2019 / 2020 Budget

2019 Authorized Pay Plan

**City of Westminster
Human Resources Department**

**4800 West 92nd Avenue
Westminster, CO 80031**

Phone: (303) 658-2150

Fax: (303) 706-3924

Website: www.cityofwestminster.us

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WESTMINSTER

Section A

FTE Staffing Summary

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
City Attorney's Office				
10003120	City Attorney's Office Section			
	Administrative Assistant	0.800	0.800	0.800
	Assistant City Attorney I/II	2.250	0.900	0.900
	City Attorney	1.000	1.000	1.000
	Deputy City Attorney	1.000	1.000	1.000
	Legal Administrator	1.000	1.000	1.000
	Legal Assistant	1.000	1.000	1.000
	Paralegal	0.400	0.400	0.400
	Senior Assistant City Attorney	0.000	1.350	1.350
	City Attorney's Office Section Total	7.450	7.450	7.450
100031200125	Prosecuting Section			
	Administrative Assistant	1.000	1.000	1.000
	Assistant Prosecuting Attorney	1.700	1.700	1.700
	Lead Prosecuting Attorney	0.750	0.750	0.750
	Legal Assistant	1.000	1.000	1.000
	Legal Coordinator	0.500	0.500	0.500
	Prosecuting Section Total	4.950	4.950	4.950
100031200911	Prosecuting - Public Safety Section			
	Assistant City Attorney I/II	1.250	1.000	1.000
	Assistant Prosecuting Attorney	1.300	1.300	1.300
	Lead Prosecuting Attorney	0.250	0.250	0.250
	Legal Coordinator	0.500	0.500	0.500
	Senior Assistant City Attorney	0.000	0.250	0.250
	Prosecuting - Public Safety Section Total	3.300	3.300	3.300
City Attorney's Office Total		15.700	15.700	15.700

**City of Westminster
 Authorized 2019 / 2020 Budget
 Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
City Manager's Office				
10005050	City Manager's Office Section			
	Chief Sustainability Officer	1.000	1.000	1.000
	City Manager	1.000	1.000	1.000
	Deputy City Manager	2.000	2.000	2.000
	Executive Administrator	1.000	1.000	1.000
	Executive Aide	2.000	2.000	2.000
	Executive Assistant	2.000	2.000	2.000
	City Manager's Office Section Total	9.000	9.000	9.000
10005070	City Clerk's Office			
	Administrative Assistant	0.550	0.550	0.550
	City Clerk	1.000	1.000	1.000
	Deputy City Clerk	2.000	2.000	2.000
	Information/Records Management Coordinator	1.000	1.000	1.000
	City Clerk's Office Total	4.550	4.550	4.550
10005387	Communication and Outreach Division			
	Communication and Outreach Coordinator	3.000	4.000	4.000
	Communication and Outreach Manager	1.000	1.000	1.000
	Communication and Outreach Division Total	4.000	5.000	5.000
10005080	Policy and Budget Division			
	Policy and Budget Analyst	2.000	2.000	2.000
	Policy and Budget Manager	1.000	1.000	1.000
	Policy and Budget Division Total	3.000	3.000	3.000
City Manager's Office Total		20.550	21.550	21.550

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
Community Development Department				
10030050	Administration Division			
	Administrative Assistant	1.100	2.100	2.100
	Applications Specialist	1.500	1.750	1.750
	Business Operations Coordinator	1.000	1.000	1.000
	Community Development Director	1.000	1.000	1.000
	Executive Assistant	1.000	1.000	1.000
	Parking and Transportation Demand Management Coordinator	0.000	1.000	1.000
	Senior Transportation and Mobility Planner	0.000	1.000	1.000
	Transportation and Mobility Planner	0.000	1.000	1.000
	Administration Division Total	5.600	9.850	9.850
10030370	Building Division			
	Administrative Assistant	1.500	1.000	1.000
	Building Inspection Supervisor	1.000	1.000	1.000
	Building Permit Technician	2.000	2.000	2.000
	Chief Building Official	1.000	1.000	1.000
	Electrical Inspector	2.000	2.000	2.000
	General Building Inspector	4.000	4.000	4.000
	Housing Inspector	2.000	2.000	2.000
	Lead Housing Inspector	1.000	1.000	1.000
	Plans Examiner/Senior Plans Examiner	2.000	2.000	2.000
	Plans Review Supervisor	1.000	1.000	1.000
	Building Division Total	17.500	17.000	17.000
100303700911	Building Division - Public Safety Section			
	Plans Examiner/Senior Plans Examiner	1.000	1.000	1.000
	Building Division - Public Safety Section Total	1.000	1.000	1.000
	Building Division Total	18.500	18.000	18.000
10030380	Engineering Division			
	Administrative Assistant	0.750	0.750	0.750
	Capital and Development Projects Inspector	2.000	2.000	2.000
	City Engineer	1.000	1.000	1.000
	Construction Inspector	1.000	1.000	1.000
	Engineer/Senior Engineer	1.500	1.500	1.500
	Engineering Projects Specialist	1.000	1.000	1.000
	GIS Coordinator	1.000	1.000	1.000
	GIS Specialist	1.000	2.000	2.000
	<i>Parking Program Supervisor</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Principal Engineer	1.000	1.000	1.000
	Senior Projects Engineer	2.000	1.000	1.000
	<i>Senior Transportation and Mobility Planner</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Traffic Engineer	1.000	1.000	1.000
	Traffic Technician	1.000	1.000	1.000
	<i>Transportation and Mobility Planner</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Transportation Systems Coordinator	1.000	1.000	1.000
	Engineering Division Total	18.250	15.250	15.250
10030360	Planning Division			
	<i>Administrative Assistant</i>	<i>0.500</i>	<i>0.000</i>	<i>0.000</i>
	Associate Planner	2.000	2.000	2.000
	Code Enforcement Officer	0.500	0.500	0.500
	Construction Inspector	1.000	1.000	1.000
	Landscape Designer/Senior Landscape Architect	1.000	1.000	1.000
	Planner/Senior Planner	6.000	6.000	6.000
	Planning Aide	1.000	1.000	1.000
	Planning Manager	1.000	1.000	1.000
	Principal Planner	2.000	2.000	2.000
	Records Management Technician	1.000	1.000	1.000
	Senior Urban Designer	1.000	1.000	1.000
	Planning Division Total	17.000	16.500	16.500
Community Development Department Total		59.350	59.600	59.600

**City of Westminster
 Authorized 2019 / 2020 Budget
 Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
<u>General Fund</u>				
Economic Development Department				
10040050	Administration Division			
	Administrative Assistant	0.500	0.500	0.500
	Business Development Manager	0.000	1.000	1.000
	<i>Economic Development Administrator</i>	<i>2.000</i>	<i>0.000</i>	<i>0.000</i>
	Economic Development Director	1.000	1.000	1.000
	Economic Development Marketing Coordinator	1.000	1.000	1.000
	Economic Development Officer	1.000	1.000	1.000
	Executive Assistant	1.000	1.000	1.000
	Housing and Redevelopment Specialist	0.000	0.500	0.500
	Housing Coordinator	1.000	1.000	1.000
	Housing Policy and Development Manager	0.000	1.000	1.000
	Management Analyst/Senior Management Analyst	1.000	2.000	2.000
	Real Estate Coordinator	1.000	1.000	1.000
	Senior Projects Administrator	1.000	1.000	1.000
	Senior Projects Engineer	1.000	1.000	1.000
	Administration Division Total	11.500	13.000	13.000
Economic Development Department Total		11.500	13.000	13.000

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
Finance Department				
10015050	Administration Section			
	Accounting Specialist	0.000	1.000	1.000
	Accounting Technician/Retirement	0.500	0.500	0.500
	Contract Coordinator	1.000	1.000	1.000
	Executive Assistant	1.000	1.000	1.000
	Finance Administrator	0.000	1.000	1.000
	Finance Director	1.000	1.000	1.000
	Procurement Officer	1.000	1.000	1.000
	Retirement Administrator	1.000	1.000	1.000
	Administration Division Total	5.500	7.500	7.500
10015220	Accounting Division			
	Accountant	3.500	3.000	3.000
	Accounting Manager	1.000	1.000	1.000
	Accounting Technician	4.000	4.000	4.000
	ERP Business Analyst	1.000	1.000	1.000
	Accounting Division Total	9.500	9.000	9.000
100152200911	Accounting Division - Public Safety Section			
	Accountant	0.500	1.000	1.000
	Accounting Technician	1.000	1.000	1.000
	Accounting Division - Public Safety Section Total	1.500	2.000	2.000
	Accounting Division Total	11.000	11.000	11.000
10015250	Sales Tax Division			
	Accounting Specialist	1.000	1.000	1.000
	Accounting Technician	1.000	0.000	0.000
	Revenue Agent	1.000	1.000	1.000
	Sales Tax Audit Supervisor	1.000	1.000	1.000
	Sales Tax Auditor	4.000	4.000	4.000
	Sales Tax Manager	1.000	1.000	1.000
	Sales Tax Division Total	9.000	8.000	8.000
100152500911	Sales Tax Division - Public Safety Section			
	Accountant	0.500	0.000	0.000
	Sales Tax Division - Public Safety Section Total	0.500	0.000	0.000
	Sales Tax Division Total	9.500	8.000	8.000
10015240	Treasury Division			
	Financial Analyst/Senior Financial Analyst	2.000	2.000	2.000
	Revenue Services Representative	1.000	1.000	1.000
	Treasury Manager	1.000	1.000	1.000
	Treasury Division Total	4.000	4.000	4.000
Finance Department Total		30.000	30.500	30.500

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
Fire Department				
10025260	Emergency Services Division Section			
	Administrative Assistant	3.000	3.000	3.000
	Battalion Chief	3.000	3.000	3.000
	Deputy Fire Chief	2.000	2.000	2.000
	Executive Assistant	1.000	1.000	1.000
	Fire Captain	6.000	6.000	6.000
	Fire Chief	1.000	1.000	1.000
	Fire Engineer	21.000	21.000	21.000
	Fire Lieutenant	15.000	15.000	15.000
	Fire Lieutenant - Field Training Officer	1.000	1.000	1.000
	Fire Lieutenant - Technical Services Coordinator	1.000	1.000	1.000
	Firefighter I/II	45.000	42.000	42.000
	Training Chief	1.000	1.000	1.000
	Emergency Services Division Section Total	100.000	97.000	97.000
100252600546	EMS Section			
	EMS Chief	1.000	1.000	1.000
	Fire Lieutenant - EMS Field Coordinator	2.000	2.000	2.000
	Fire Lieutenant - Safety and Medical Officer	3.000	3.000	3.000
	Fire Paramedic	30.000	33.000	33.000
	EMS Section Total	36.000	39.000	39.000
	Emergency Services Division Total	136.000	136.000	136.000
100252600547	Fire Prevention Division			
	<i>Emergency Management Coordinator</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Fire Inspector	1.000	1.000	1.000
	Fire Lieutenant - Fire Investigator	1.000	1.000	1.000
	Fire Lieutenant - Fire Plans Examiner/Inspector	1.000	1.000	1.000
	Fire Marshal	1.000	1.000	1.000
	Management Analyst/Senior Management Analyst	1.000	1.000	1.000
	Public Information Specialist	1.000	1.000	1.000
	Fire Prevention Division Total	7.000	6.000	6.000
100252600545	Emergency Management Program			
	Emergency Management Coordinator	0.000	1.000	1.000
	Emergency Management Program Total	0.000	1.000	1.000
Fire Department Total		143.000	143.000	143.000

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
General Services Department				
10012050	Administration Division			
	Business Operations Coordinator	1.000	1.000	1.000
	Customer Service Representative	0.000	1.116	1.116
	Executive Assistant	1.000	1.000	1.000
	General Services Director	1.000	1.000	1.000
	Messenger	0.500	0.500	0.500
	<i>Switchboard Operator</i>	<i>1.116</i>	<i>0.000</i>	<i>0.000</i>
	Administration Division Total	4.616	4.616	4.616
100120500552	Environmental Section			
	<i>Environmental Analyst</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Environmental Compliance Analyst	0.000	1.000	1.000
	Environmental Section Total	1.000	1.000	1.000
10012390	Facilities Maintenance Division			
	Administrative Assistant	1.000	1.000	1.000
	Carpenter	1.000	1.000	1.000
	Construction Projects Specialist	0.000	1.000	2.000
	Contract Services Coordinator	1.000	1.000	1.000
	Electrician I/II/III	0.000	1.000	1.000
	<i>Electromechanic Specialist</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Facilities Manager	1.000	1.000	1.000
	Facilities Supervisor	1.000	1.000	1.000
	Foreman	1.000	1.000	1.000
	HVAC Specialist	2.000	2.000	2.000
	Maintenanceworker/Senior Maintenanceworker	3.000	3.000	3.000
	Facilities Maintenance Division Total	12.000	13.000	14.000
10012130	Municipal Court Section Total			
	Associate Municipal Court Judge	1.000	1.000	1.000
	Court Administrator	1.000	1.000	1.000
	Court Financial Supervisor	1.000	1.000	1.000
	Deputy Court Administrator	1.000	1.000	1.000
	Deputy Court Clerk	9.300	9.300	9.300
	Lead Deputy Court Clerk	1.000	1.000	1.000
	Presiding Municipal Court Judge	1.000	1.000	1.000
	Municipal Court Section Total	15.300	15.300	15.300
100121300130	Probation Section			
	Deputy Court Clerk	1.000	1.000	1.000
	Probation Officer	1.500	1.500	1.500
	Probation Supervisor	1.000	1.000	1.000
	Probation Section Total	3.500	3.500	3.500
100121300911	Municipal Court - Public Safety Section			
	Deputy Court Clerk	1.500	1.500	1.500
	Probation Officer	0.500	0.500	0.500
	Municipal Court - Public Safety Section Total	2.000	2.000	2.000
	Municipal Court Division Total	20.800	20.800	20.800
100120500135	Print Shop Section			
	<i>Press Operator Assistant</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Print Shop Coordinator	1.000	1.000	1.000
	Printing Technician	0.000	1.000	1.000
	Print Shop Section Total	2.000	2.000	2.000
General Services Department Total		40.416	41.416	42.416

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
<u>General Fund</u>				
Human Resources Department				
10045050	Administration Division			
	Administrative Assistant	2.000	2.000	2.000
	Executive Assistant	1.000	1.000	1.000
	<i>Human Resources Administrator</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Human Resources Administrator II	0.000	1.000	1.000
	Human Resources Analyst	1.000	1.000	1.000
	Human Resources Analyst/Senior Human Resources Analyst	5.500	5.500	5.500
	Human Resources Director	1.000	1.000	1.000
	Human Resources Manager	1.000	1.000	1.000
	Human Resources Specialist	2.000	2.000	2.000
	Management Analyst/Senior Management Analyst	1.000	1.000	1.000
	Administration Division Total	15.500	15.500	15.500
100450500612	Employee Development Section			
	Employee Development Coordinator	1.000	1.500	1.500
	Employee Development Section Total	1.000	1.500	1.500
100450500015	Volunteer Section			
	Human Resources Analyst/Senior Human Resources Analyst	1.000	0.500	0.500
	Volunteer Section Total	1.000	0.500	0.500
100450500544	Wellness Section			
	Wellness Program Coordinator	1.000	1.000	1.000
	Wellness Section Total	1.000	1.000	1.000
100450500911	Human Resources-Public Safety Section			
	Human Resources Analyst/Senior Human Resources Analyst	1.000	1.000	1.000
	Human Resources-Public Safety Section Total	1.000	1.000	1.000
Human Resources Department Total		19.500	19.500	19.500

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
Parks, Recreation and Libraries Department				
10050050	Administration Division			
	Administrative Assistant	3.000	3.000	3.000
	Applications Specialist	1.000	1.000	1.000
	Executive Assistant	1.000	1.000	1.000
	Graphic Designer	1.000	1.000	1.000
	Management Analyst/Senior Management Analyst	1.000	1.000	2.000
	Marketing Coordinator	1.500	1.500	1.500
	Parks, Recreation and Libraries Director	1.000	1.000	1.000
	PR&L Marketing Analyst	1.000	1.000	1.000
	PR&L Marketing Supervisor	1.000	1.000	1.000
	PR&L Operations Manager	1.000	1.000	1.000
	Administration Division Total	12.500	12.500	13.500
10050620	Library Services Division			
	Administrative Assistant	1.000	1.000	1.000
	Applications Specialist	0.500	1.500	1.500
	Librarian I	7.700	6.700	6.700
	Librarian II	0.500	0.500	0.500
	Library Associate I/II	7.900	8.000	8.000
	Library Clerk I/II	10.050	9.950	9.950
	Library Network Specialist	1.000	1.000	1.000
	Library Services Coordinator	5.000	5.000	5.000
	Library Services Manager	1.000	1.000	1.000
	Library Shelver	5.325	5.525	5.525
	Library Specialist	1.000	1.000	1.000
	Library Supervisor	1.000	1.000	1.000
	Library Services Division Total	41.975	42.175	42.175
Parks Services Division				
10050550	Park Services Division Section			
	Contract Services Technician	1.000	1.000	1.000
	Crewleader	1.000	1.000	1.000
	<i>Electromechanic Specialist</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	<i>Equipment Operator II</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Foreman	3.000	3.000	3.000
	Hydro Systems Specialist	0.000	1.000	1.000
	Landscape Designer/Senior Landscape Architect	1.000	1.000	1.000
	Mechanic I	2.000	2.000	2.000
	Park Services Manager	1.000	1.000	1.000
	Parks and Golf Superintendent	1.000	1.000	1.000
	Parks Specialist	4.000	4.000	4.000
	Parksworker I/II	3.000	3.000	3.000
	Playground Safety Specialist	0.000	1.000	1.000
	Park Services Division Section Total	19.000	19.000	19.000
100505500106	Park Promenade Activities			
	Parksworker I/II	2.000	2.000	2.000
	Park Promenade Activities Total	2.000	2.000	2.000
	Parks Services Division Total	21.000	21.000	21.000
Recreation Division				
10050720	Recreation Facilities Section			
	Recreation Facilities Superintendent	1.000	1.000	1.000
	Recreation Services Manager	0.500	0.500	0.500
	Recreation Facilities Section Total	1.500	1.500	1.500
100507200511	Recreation Facilities-Aquatics Section			
	Assistant Pool Manager	3.300	3.300	3.300
	<i>Electromechanic Specialist</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Hydro Systems Specialist	0.000	1.000	1.000
	Lead Lifeguard	8.300	8.300	8.300
	Recreation Specialist	2.000	2.000	2.000
	Recreation Supervisor	1.000	1.000	1.000
	Recreation Facilities-Aquatics Section Total	15.600	15.600	15.600

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
100507200860	Recreation Facilities-City Park Recreation Center Section			
	Assistant Recreation Facility Supervisor	2.700	2.300	2.300
	Custodian	1.500	1.500	1.500
	Guest Relations Clerk I/II	7.000	7.000	7.000
	Recreation Supervisor II	0.500	0.500	0.500
	Recreation Facilities-City Park Recreation Center Section Total	11.700	11.300	11.300
100507200861	Recreation Facilities-City Park Fitness Center Section			
	Assistant Recreation Facility Supervisor	1.500	2.000	2.000
	Custodian	1.000	1.000	1.000
	Guest Relations Clerk I/II	4.300	4.300	4.300
	Recreation Aide	0.500	0.500	0.500
	Recreation Supervisor II	0.500	0.500	0.500
	Recreation Facilities-City Park Fitness Center Section Total	7.800	8.300	8.300
100507200963	Recreation Facilities-Swim and Fitness Center Section			
	Assistant Recreation Facility Supervisor	2.100	2.100	2.100
	Guest Relations Clerk I/II	4.000	4.000	4.000
	Recreation Aide	0.500	0.500	0.500
	Recreation Facilities-Swim and Fitness Center Section Total	6.600	6.600	6.600
100507200017	Recreation Facilities-The MAC Section			
	Assistant Recreation Facility Supervisor	1.600	1.600	1.600
	Guest Relations Clerk I/II	1.900	1.900	1.900
	Recreation Aide	0.600	0.600	0.600
	Recreation Specialist	1.700	1.700	1.700
	Recreation Supervisor II	1.000	1.000	1.000
	Recreation Facilities-The MAC Section Total	6.800	6.800	6.800
100507200967	Recreation Facilities-West View Recreation Center Section			
	Assistant Recreation Facility Supervisor	2.100	2.000	2.000
	Guest Relations Clerk I/II	4.300	4.300	4.300
	Recreation Aide	0.500	0.500	0.500
	Recreation Supervisor	1.000	1.000	1.000
	Recreation Facilities-West View Recreation Center Section Total	7.900	7.800	7.800
10050760	Recreation Programs Section			
	Marketing Coordinator	0.500	0.500	0.500
	Recreation Programs Superintendent	1.000	1.000	1.000
	Recreation Services Manager	0.500	0.500	0.500
	Recreation Specialist	0.500	0.000	0.000
	Recreation Programs Section Total	2.500	2.000	2.000
100507600504	Recreation Programs-Adult Sports Section			
	Recreation Specialist	1.000	1.000	1.000
	Recreation Programs-Adult Sports Section Total	1.000	1.000	1.000
100507600532	Recreation Programs-Arts Section			
	Recreation Program Assistant	0.500	0.500	0.500
	Recreation Specialist	0.000	0.500	0.500
	Recreation Programs-Arts Section Total	0.500	1.000	1.000
100507600505	Recreation Programs-Fitness Section			
	Recreation Coordinator	1.000	1.000	1.000
	Recreation Program Assistant	0.500	0.500	0.500
	Recreation Programs-Fitness Section Total	1.500	1.500	1.500
100507600508	Recreation Programs-Preschool Section			
	Recreation Coordinator	1.000	1.000	1.000
	Recreation Program Assistant	0.500	0.500	0.500
	Recreation Programs-Preschool Section Total	1.500	1.500	1.500
100507600035	Recreation Programs-Sports Center Section			
	Recreation Program Assistant	0.500	0.500	0.500
	Recreation Programs-Sports Center Section Total	0.500	0.500	0.500

**City of Westminster
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
<u>General Fund</u>				
100507600529	Recreation Programs-Youth Activities Section			
	Recreation Coordinator	1.000	1.000	1.000
	Recreation Program Assistant	0.800	0.800	0.800
	Recreation Programs-Youth Activities Section Total	1.800	1.800	1.800
100507600507	Recreation Programs-Youth Sports Section			
	Recreation Specialist	1.000	1.000	1.000
	Recreation Programs-Youth Sports Section Total	1.000	1.000	1.000
	Recreation Division Total	68.200	68.200	68.200
Regional Parks & Golf Division				
10050660	Standley Lake Section			
	Lake Operations Coordinator	1.000	1.000	1.000
	Park Ranger	3.000	3.000	3.000
	Senior Park Ranger	1.000	1.000	1.000
	Standley Lake Section Total	5.000	5.000	5.000
	Regional Parks & Golf Division Total	5.000	5.000	5.000
Parks, Recreation and Libraries Department Total		148.675	148.875	149.875

**City of Westminster
Authorized 2019 / 2020 Budget
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
Police Department				
10020050	Administration Section			
	Executive Assistant	1.000	1.000	1.000
	Management Analyst/Senior Management Analyst	1.000	1.000	1.000
	Police Chief	1.000	1.000	1.000
	Administration Division Total	3.000	3.000	3.000
Police Patrol Services Division				
10020500	Administration Section			
	Administrative Assistant	0.800	1.000	1.000
	Deputy Police Chief	1.000	1.000	1.000
	Equipment Services Assistant	1.000	1.000	1.000
	Police Commander	1.000	1.000	1.000
	Police Officer/Senior Police Officer	5.000	5.000	5.000
	Sergeant	2.000	2.000	2.000
	Administration Section Total	10.800	11.000	11.000
100205000349	Patrol Section			
	Police Commander	3.000	3.000	3.000
	Police Officer/Senior Police Officer	90.000	99.000	104.000
	Report Specialist	2.000	2.000	2.000
	Sergeant	13.000	13.000	13.000
	Patrol Section Total	108.000	117.000	122.000
100205000106	Patrol Promenade Section			
	Police Officer/Senior Police Officer	4.000	0.000	0.000
	Patrol Promenade Section Total	4.000	0.000	0.000
100205000348	Traffic Section			
	Crime Analyst	1.000	0.000	0.000
	Police Commander	1.000	1.000	1.000
	Police Officer/Senior Police Officer	15.000	15.000	15.000
	Sergeant	2.000	2.000	2.000
	Traffic Accident Investigator	4.000	4.000	4.000
	Traffic Section Total	23.000	22.000	22.000
	Police Patrol Services Division Total	145.800	150.000	155.000
Police Specialized Services Division				
10020300	Administration Section			
	Administrative Assistant	1.000	1.000	1.000
	Deputy Police Chief	1.000	1.000	1.000
	Administration Section Total	2.000	2.000	2.000
100203000345	Communications Section			
	Communications Specialist I/II	23.000	23.000	23.000
	Communications Supervisor	4.000	4.000	4.000
	Public Safety Communications Administrator	1.000	1.000	1.000
	Technical Services Coordinator	1.000	1.000	1.000
	Communications Section Total	29.000	29.000	29.000
100203000344	Investigations Section			
	Administrative Assistant	1.500	1.500	1.500
	Crime Analyst	0.000	1.000	1.000
	Criminalist/Senior Criminalist	4.000	4.000	4.000
	Police Commander	1.000	1.000	2.000
	Police Officer/Senior Police Officer	31.000	32.000	33.000
	Sergeant	4.000	4.000	4.000
	Victim Advocate	4.000	4.000	4.000
	Victim Services Coordinator	1.000	1.000	1.000
	Investigations Section Total	46.500	48.500	50.500

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
<u>General Fund</u>				
100203000342	Neighborhood Services Section			
	Administrative Assistant	0.000	1.000	1.000
	Animal Management Officer	4.500	4.500	4.500
	Animal Management Supervisor	1.000	1.000	1.000
	Code Enforcement Officer	5.000	5.000	5.000
	Code Enforcement Supervisor	1.000	1.000	1.000
	<i>Code Enforcement Technician</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Graffiti Enforcement Specialist	1.000	1.000	1.000
	Police Commander	1.000	1.000	1.000
	Neighborhood Services Section Total	14.500	14.500	14.500
100203000341	Professional Services Unit			
	Administrative Assistant	0.800	0.800	0.800
	Police Commander	1.000	1.000	1.000
	Police Officer/Senior Police Officer	6.000	6.000	6.000
	Sergeant	1.000	1.000	1.000
	Professional Services Unit Total	8.800	8.800	8.800
100203000343	Records and Property Section			
	Police Records Supervisor	2.000	2.000	2.000
	Police Records Technician	10.000	11.000	11.000
	Property Evidence Technician	3.000	3.000	3.000
	Support Services Administrator	1.000	1.000	1.000
	Records and Property Section Total	16.000	17.000	17.000
	Police Specialized Services Division Total	116.800	119.800	121.800
Police Department Total		265.600	272.800	279.800

**City of Westminster
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
<u>General Fund</u>				
Public Works and Utilities Department				
10035450	Street Maintenance Division			
	Administrative Assistant	1.000	1.000	1.000
	Crewleader	0.000	2.000	2.000
	Equipment Operator I	5.000	3.000	3.000
	Equipment Operator II	2.000	2.000	2.000
	Foreman	2.000	2.000	2.000
	Maintenanceworker/Senior Maintenanceworker	10.000	11.000	12.000
	Pavement Management Coordinator	1.000	1.000	1.000
	Street Inspector	3.000	3.000	3.000
	Street Operations Manager	1.000	1.000	1.000
	Street Projects Specialist	1.000	1.000	1.000
	Street Maintenance Division Total	26.000	27.000	28.000
Public Works and Utilities Department Total		26.000	27.000	28.000
General Fund Total		780.291	792.941	802.941

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Utility Fund				
Community Development Department				
25030380	Engineering Division - Storm Drainage Fund			
	Engineer/Senior Engineer	1.500	1.500	1.500
	<i>GIS Specialist</i>	1.000	0.000	0.000
	Senior Projects Engineer	0.000	1.000	1.000
	Stormwater Analyst	0.000	1.000	1.000
	Stormwater Coordinator	0.000	1.000	1.000
	Stormwater Inspector	0.000	0.000	2.000
	Engineering Division - Storm Drainage Fund	2.500	4.500	6.500
Community Development Department Total		2.500	4.500	6.500
Finance Department				
20015240	Treasury Division			
	Applications Specialist	1.000	1.000	1.000
	Revenue Services Representative	3.000	4.000	4.000
	Revenue Services Supervisor	1.000	1.000	1.000
	Treasury Division Total	5.000	6.000	6.000
Finance Department Total		5.000	6.000	6.000
Information Technology Department				
20060230	Information Technology Section			
	ERP Software Engineer	2.000	2.000	2.000
	Executive Assistant	1.000	1.000	1.000
	Information Systems Manager	1.000	1.000	1.000
	Information Technology Director	1.000	1.000	1.000
	Internet Software Engineer	2.200	2.200	2.200
	IT Security Administrator	1.000	1.000	1.000
	IT Services Administrator	1.000	1.000	1.000
	IT Systems Supervisor	2.000	2.000	2.000
	Lead Software Engineer	3.000	3.000	3.000
	Network Engineer	0.600	0.600	0.600
	Network Systems Technician	0.500	0.800	0.800
	Senior Telecommunications Administrator	1.000	1.000	1.000
	Software Engineer I/II	5.000	5.000	5.000
	Software Engineering Manager	1.000	1.000	1.000
	Systems Administrator	2.700	2.700	2.700
	Technical Support Specialist/Senior Technical Support Specialist	5.000	5.000	5.000
	Technology Procurement Specialist	1.000	1.000	1.000
	Information Technology Section Total	31.000	31.300	31.300
200602300911	Information Technology / Public Safety			
	Network Engineer	0.400	0.400	0.400
	Software Engineer I/II	0.300	0.300	0.300
	Systems Administrator	0.300	0.300	0.300
	Information Technology / Public Safety Total	1.000	1.000	1.000
Information Technology Department Total		32.000	32.300	32.300

**City of Westminster
Authorized 2019 / 2020 Budget
Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Utility Fund				
Public Works and Utilities Department				
20035050	Water Administration Division			
	Business Operations Coordinator	1.000	1.000	1.000
	Executive Assistant	1.000	1.000	1.000
	Public Works and Utilities Director	1.000	1.000	1.000
	Water Resources Analyst/Senior Water Resources Analyst	0.000	1.000	1.000
	Water Resources Specialist	0.000	1.000	1.000
	Water Administration Division Total	3.000	5.000	5.000
Utilities Operations Division				
20035470	Water Field Operations Section			
	Administrative Assistant	1.500	1.500	1.500
	Equipment Operator I	2.000	2.000	2.000
	Equipment Operator II	2.000	2.000	2.000
	Foreman	2.000	1.000	1.000
	Maintenanceworker/Senior Maintenanceworker	3.000	6.000	6.000
	Utilities Operations Manager	1.000	1.000	1.000
	<i>Utilities Systems Specialist</i>	<i>2.000</i>	<i>0.000</i>	<i>0.000</i>
	Utilities Technician	1.000	1.000	1.000
	Water Superintendent	1.000	1.000	1.000
	Water Field Operations Section Total	15.500	15.500	15.500
20035490	Water Plant Section			
	Administrative Assistant	0.500	0.500	0.500
	Chief Plant Operator	1.000	1.000	1.000
	Control Systems Engineer	1.000	1.000	1.000
	Control Systems Specialist	0.500	0.500	0.500
	Electrician I/II/III	0.000	3.000	3.000
	Foreman	1.000	1.000	1.000
	Maintenanceworker/Senior Maintenanceworker	2.000	2.000	2.000
	<i>Plant Electrician</i>	<i>3.000</i>	<i>0.000</i>	<i>0.000</i>
	Plant Operator Trainee/Plant Operator I-IV	9.000	9.000	9.000
	Plant Superintendent	1.000	1.000	1.000
	Water Plant Section Total	19.000	19.000	19.000
21035470	Wastewater Field Operations Section			
	Administrative Assistant	0.500	0.500	0.500
	Equipment Operator I	1.000	2.000	2.000
	Equipment Operator II	0.000	1.000	1.000
	Foreman	2.000	1.000	1.000
	Maintenanceworker/Senior Maintenanceworker	2.000	3.000	3.000
	Utilities Technician	6.000	5.000	5.000
	Wastewater Superintendent	1.000	1.000	1.000
	Wastewater Field Operations Section Total	12.500	13.500	13.500

**City of Westminster
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Utility Fund				
21035490	Wastewater Plant Section			
	Administrative Assistant	0.500	0.500	0.500
	Chief Plant Operator	1.000	1.000	1.000
	Control Systems Engineer	1.000	1.000	1.000
	Control Systems Specialist	0.500	0.500	0.500
	Electrician II	0.000	1.000	1.000
	Foreman	1.000	1.000	1.000
	Maintenanceworker/Senior Maintenanceworker	1.000	1.000	1.000
	<i>Plant Electrician</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Plant Operator Trainee/Plant Operator I-IV	9.000	9.000	9.000
	Plant Superintendent	1.000	1.000	1.000
	Wastewater Plant Section Total	16.000	16.000	16.000
200354700402	Meter Shop Section			
	Foreman	0.000	1.000	1.000
	Maintenanceworker/Senior Maintenanceworker	3.000	3.000	3.000
	Utilities Specialist	0.000	2.000	2.000
	Utilities Systems Specialist	1.000	2.000	2.000
	Utilities Technician	4.000	3.000	3.000
	Meter Shop Section Total	8.000	11.000	11.000
200354700497	Water Field Ops/Water Line Replacement Section			
	Equipment Operator I	2.000	1.000	1.000
	Equipment Operator II	2.000	2.000	2.000
	Foreman	0.000	1.000	1.000
	Maintenanceworker/Senior Maintenanceworker	6.000	3.000	3.000
	Water Field Ops/Water Line Replacement Section Total	10.000	7.000	7.000
200354900023	Water Plants/Reclaimed Section			
	Maintenanceworker/Senior Maintenanceworker	1.000	1.000	1.000
	<i>Reclaimed System Coordinator</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Water Plants/Reclaimed Section Total	2.000	1.000	1.000
210354900401	Biosolids Section			
	Equipment Operator II	3.000	3.000	3.000
	Biosolids Section Total	3.000	3.000	3.000
200354700498	Water Field Operations - Infrastructure Support Services Section			
	Administrative Assistant	0.500	0.500	0.500
	Applications Specialist	1.000	1.000	1.000
	GIS Technician	1.000	1.000	1.000
	Infrastructure Asset Management Coordinator	1.000	1.000	1.000
	Records Management Technician	1.000	1.000	1.000
	Utilities Technician	0.000	3.000	3.000
	Water Field Operations - Infrastructure Support Services Section Total	4.500	7.500	7.500
200354700023	Water Field Operations/Reclaimed			
	Reclaimed System Coordinator	0.000	1.000	1.000
	Utilities Specialist	0.000	1.000	1.000
	Water Field Operations/Reclaimed Total	0.000	2.000	2.000
	Utilities Operations Division Total	90.500	95.500	95.500
Utilities Engineering Division				
20035430	Engineering Section			
	Engineer/Senior Engineer	7.000	7.000	7.000
	Utilities Engineering Manager	1.000	1.000	1.000
	Engineering Section Total	8.000	8.000	8.000
	Utilities Engineering Division Total	8.000	8.000	8.000

**City of Westminster
 Authorized 2019 / 2020 Budget
 Full-time Equivalent Staffing Summary**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
<u>Utility Fund</u>				
Water Resources and Quality Division				
20035480	Water Resources and Quality Section			
	Administrative Assistant	1.000	1.000	1.000
	Engineer/Senior Engineer	3.000	3.000	3.000
	<i>Project Specialist</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	<i>Water Resources Analyst/Senior Water Resources Analyst</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Water Resources and Quality Manager	1.000	1.000	1.000
	Water Resources Technician	1.000	1.000	1.000
	Water Resources and Quality Section Total	8.000	6.000	6.000
200354800943	Water Quality Section			
	Chemist	1.000	1.000	2.000
	Laboratory Analyst	2.000	2.000	2.000
	Water Quality Administrator	1.000	1.000	1.000
	Water Quality Specialist	2.000	2.000	2.000
	Water Quality Section Total	6.000	6.000	7.000
210354800943	Laboratory Services Section			
	Chemist	3.000	3.000	3.000
	Water Quality Specialist	1.000	1.000	1.000
	Laboratory Services Section Total	4.000	4.000	4.000
	Water Resources and Quality Division Total	18.000	16.000	17.000
Public Works and Utilities Department Total		119.500	124.500	125.500
Utility Fund Total		159.000	167.300	170.300

**City of Westminster
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Other Fund				
Economic Development Department				
80576030722	Economic Development (CDBG) Section			
	<i>CDBG Coordinator</i>	0.500	0.000	0.000
	CDBG Technician	1.000	1.000	1.000
	Housing and Redevelopment Specialist	0.000	0.500	0.500
	Economic Development (CDBG) Section Total	1.500	1.500	1.500
Economic Development Department Total		1.500	1.500	1.500
General Services Department				
Fleet Maintenance Fund				
30012460	Fleet Division			
	Administrative Assistant	1.000	1.000	1.000
	Applications Specialist	1.000	1.000	1.000
	Crewleader	1.000	1.000	1.000
	Fleet Manager	1.000	1.000	1.000
	Foreman	1.000	1.000	1.000
	Mechanic I/II	4.000	4.000	4.000
	Fleet Division Total	9.000	9.000	9.000
300124600911	Fleet Division / Public Safety Section			
	Fire Mechanic	1.000	1.000	1.000
	Fleet Division / Public Safety Section Total	1.000	1.000	1.000
Fleet Maintenance Fund Total		10.000	10.000	10.000
General Capital Improvement Fund				
81275012994	Facilities Maintenance/City Facility Energy Improvements Section			
	Energy and Facilities Projects Coordinator	1.000	1.000	1.000
	Facilities Maintenance/City Facility Energy Improvements Section Total	1.000	1.000	1.000
General Capital Improvement Fund Total		1.000	1.000	1.000
General Services Department Total		11.000	11.000	11.000
Human Resources Department				
Property Liability Fund				
46010900	Property Liability Fund			
	Human Resources Analyst/Senior Human Resources Analyst	0.500	0.500	0.500
	Human Resources Manager	1.000	1.000	1.000
	Risk/Claims Analyst/Senior Risk/Claims Analyst	0.500	0.500	0.500
	Property Liability Fund Total	2.000	2.000	2.000
460109000911	Property Liability Fund / Public Safety			
	Risk/Claims Analyst/Senior Risk/Claims Analyst	0.500	0.500	0.500
	Property Liability Fund / Public Safety Total	0.500	0.500	0.500
Property Liability Fund Total		2.500	2.500	2.500
Medical/Dental Fund				
49010900	Medical/Dental Section			
	Benefits Administrator	1.000	0.000	0.000
	Benefits Specialist	1.000	1.000	1.000
	Human Resources Administrator I	0.000	1.000	1.000
	Human Resources Specialist	0.800	0.800	0.800
Medical/Dental Fund Total		2.800	2.800	2.800
Human Resources Department Total		5.300	5.300	5.300

**City of Westminster
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Other Fund				
Parks, Recreation and Libraries Department				
Golf Course Enterprise Fund - Legacy Ridge Golf Course				
22050720	Legacy Ridge Golf Course - Maintenance Section			
	Assistant Golf Course Superintendent	1.000	1.000	1.000
	Golf Course Superintendent	1.000	1.000	1.000
	Golf Irrigator	1.000	1.000	1.000
	Golf Worker I/II	1.000	1.000	1.000
	Mechanic I	1.000	1.000	1.000
	Legacy Ridge Golf Course - Maintenance Section Total	5.000	5.000	5.000
220507200249	Legacy Ridge Golf Course - Club House			
	Assistant Golf Professional	1.000	1.000	1.000
	Golf Professional	1.000	1.000	1.000
	Golf Shop Associate	0.500	0.500	0.500
	Second Assistant Golf Professional	1.000	1.000	1.000
	Legacy Ridge Golf Course - Club House Total	3.500	3.500	3.500
Golf Course Enterprise Fund - Legacy Ridge Golf Course Total		8.500	8.500	8.500
Golf Course Enterprise Fund - Walnut Creek Golf Preserve				
23050720	Walnut Creek Golf Preserve - Maintenance Section			
	Assistant Golf Course Superintendent	1.000	1.000	1.000
	Golf Course Superintendent	1.000	1.000	1.000
	Golf Irrigator	1.000	1.000	1.000
	Golf Worker I/II	1.000	1.000	1.000
	Mechanic I	1.000	1.000	1.000
	Walnut Creek Golf Preserve - Maintenance Section Total	5.000	5.000	5.000
230507200249	Walnut Creek Golf Preserve - Club House			
	Assistant Golf Professional	1.000	1.000	1.000
	Golf Professional	1.000	1.000	1.000
	Golf Shop Associate	0.500	0.500	0.500
	Second Assistant Golf Professional	1.000	1.000	1.000
	Walnut Creek Golf Preserve - Club House Total	3.500	3.500	3.500
Golf Course Enterprise Fund - Walnut Creek Golf Preserve Total		8.500	8.500	8.500
Parks Opens Space and Trails Fund (POST)				
54050550	Open Space Section			
	Arborist Technician	1.000	1.000	1.000
	<i>Crewleader</i>	<i>0.000</i>	<i>0.000</i>	<i>0.000</i>
	Open Space Manager	1.000	1.000	1.000
	Open Space Specialist	2.000	2.000	2.000
	Open Space Superintendent	1.000	1.000	1.000
	Open Space Supervisor	1.000	1.000	1.000
	Open Space Technician	1.000	1.000	1.000
	Park Naturalist	0.000	1.000	1.000
	Parks Specialist	1.000	1.000	1.000
	Parkswoker I/II	2.000	2.000	2.000
	Open Space Section Total	10.000	11.000	11.000
540505500542	Park Services Section			
	Crewleader	1.000	2.000	2.000
	<i>Equipment Operator II</i>	<i>1.000</i>	<i>0.000</i>	<i>0.000</i>
	Foreman	1.000	1.000	1.000
	Parks and Horticulture Superintendent	1.000	1.000	1.000
	Parks Specialist	2.000	3.000	3.000
	Parkswoker I/II	6.000	6.000	6.000
	Park Services Section Total	12.000	13.000	13.000
Parks Opens Space and Trails Fund (POST) Total		22.000	24.000	24.000

**City of Westminster
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Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Other Fund				
General Capital Improvement Fund				
80175050037	Capital Projects Section			
	Landscape Designer/Senior Landscape Architect	1.000	1.000	1.000
	Capital Projects Section Total	1.000	1.000	1.000
80175050340	Community Enhancement Program Section			
	Assistant City Forester	1.000	1.000	1.000
	City Forester	1.000	1.000	1.000
	Contract Services Coordinator	1.000	1.000	1.000
	Foreman	1.000	1.000	1.000
	Landscape Designer/Senior Landscape Architect	1.000	1.000	1.000
	Parks Specialist	1.000	1.000	1.000
	Community Enhancement Program Section Total	6.000	6.000	6.000
80275050512	Capital Projects - Park Maintenance (JCOS) Section			
	Arborist Technician	1.000	1.000	1.000
	Crewleader	2.000	2.000	2.000
	Foreman	1.000	1.000	1.000
	Parks Specialist	2.000	2.000	2.000
	Parksworker I/II	3.000	3.000	3.000
	Capital Projects - Park Maintenance (JCOS) Section Total	9.000	9.000	9.000
General Capital Improvement Fund Total		16.000	16.000	16.000
Parks, Recreation and Libraries Department Total		55.000	57.000	57.000
Other Fund Total		72.800	74.800	74.800
Grand Total		1012.091	1035.041	1048.041



WESTMINSTER

Section B

All Benefited Position Titles

(Titles for Hourly/Seasonal Positions are listed in the Hourly/Seasonal
Pay Plan - Section I)

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Accountant	E8	3107	Exempt	Exempt
Accounting Manager	D2	3102	Exempt	Department Head / Division Manager
Accounting Specialist	N15	4513	Non-Exempt	Non-Exempt General
Accounting Technician	N13	4515	Non-Exempt	Non-Exempt General
Accounting Technician/Retirement	N13	4516	Non-Exempt	Non-Exempt General
Administrative Assistant	N11	4215	Non-Exempt	Non-Exempt General
Animal Management Officer	N12	6229	Non-Exempt	Non-Exempt General
Animal Management Supervisor	N16	6230	Non-Exempt	Non-Exempt General
Applications Specialist	N15	4312	Non-Exempt	Non-Exempt General
Apprentice	N7	7163	Non-Exempt	Non-Exempt General
Arborist Technician	N12	5336	Non-Exempt	Non-Exempt General
Assistant City Attorney I	E9	3502	Exempt	Exempt
Assistant City Attorney II	E14	3501	Exempt	Exempt
Assistant City Forester	N15	5337	Non-Exempt	Non-Exempt General
Assistant Golf Course Superintendent	N14	3932	Non-Exempt	Non-Exempt General
Assistant Golf Professional	E5	3912	Exempt	Exempt
Assistant Pool Manager	N9	5406	Non-Exempt	Non-Exempt General
Assistant Prosecuting Attorney	E10	3515	Exempt	Exempt
Assistant Recreation Facility Supervisor	N12	5417	Non-Exempt	Non-Exempt General
Associate Municipal Court Judge	E15	2202	Exempt	Exempt
Associate Planner	E6	3818	Exempt	Exempt
Battalion Chief	E14	6129	Exempt	Exempt
Benefits Specialist	N15	3711	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Building Inspection Supervisor	N20	3403	Non-Exempt	Non-Exempt General
Building Permit Technician	N12	3425	Non-Exempt	Non-Exempt General
Business Development Manager	D2	7176	Exempt	Department Head / Division Manager
Business Operations Coordinator	E11	7148	Exempt	Exempt
Capital and Development Projects Inspector	N16	3433	Non-Exempt	Non-Exempt General
Carpenter	N15	5103	Non-Exempt	Non-Exempt General
CDBG Technician	N12	3813	Non-Exempt	Non-Exempt General
Chemist	N17	3356	Non-Exempt	Non-Exempt General
Chief Building Official	D2	3401	Exempt	Department Head / Division Manager
Chief Plant Operator	N17	3367	Non-Exempt	Non-Exempt General
Chief Sustainability Officer	E13	3827	Exempt	Exempt
City Clerk	D3	2303	Exempt	Department Head / Division Manager
City Engineer	D5	3301	Exempt	Department Head / Division Manager
City Forester	N17	5304	Non-Exempt	Non-Exempt General
City Management Intern	N14	7162	Non-Exempt	Non-Exempt General
Code Enforcement Officer	N13	3410	Non-Exempt	Non-Exempt General
Code Enforcement Supervisor	N16	3426	Non-Exempt	Non-Exempt General
Code Enforcement Technician	N11	3419	Non-Exempt	Non-Exempt General
Communication and Outreach Coordinator	E8	7149	Exempt	Exempt
Communication and Outreach Manager	D2	7145	Exempt	Department Head / Division Manager
Communications Specialist I	N12	4104	Non-Exempt	Non-Exempt General
Communications Specialist II	N14	4103	Non-Exempt	Non-Exempt General
Communications Supervisor	N17	4102	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Community Development Director	D8	2308	Exempt	Department Head / Division Manager
Construction Inspector	N15	3428	Non-Exempt	Non-Exempt General
Construction Projects Specialist	E8	3435	Exempt	Exempt
Contract Coordinator	E10	7150	Exempt	Exempt
Contract Services Coordinator	N16	5104	Non-Exempt	Non-Exempt General
Contract Services Technician	N13	5118	Non-Exempt	Non-Exempt General
Control Systems Engineer	E10	3348	Exempt	Exempt
Control Systems Specialist	N17	5703	Non-Exempt	Non-Exempt General
Court Administrator	D3	4401	Exempt	Department Head / Division Manager
Court Financial Supervisor	E6	4420	Exempt	Exempt
Court Security	P2	6235	Non-Exempt	Non-Exempt Police - Sworn
Crewleader	N15	5716	Non-Exempt	Non-Exempt General
Crime Analyst	E7	6233	Exempt	Exempt
Criminalist	N14	6209	Non-Exempt	Non-Exempt General
Custodian	N7	5111	Non-Exempt	Non-Exempt General
Customer Service Representative	N7	4217	Non-Exempt	Non-Exempt General
Data Entry Clerk	N10	4216	Non-Exempt	Non-Exempt General
Department Intern	N12	7164	Non-Exempt	Non-Exempt General
Deputy City Attorney	D6	3517	Exempt	Department Head / Division Manager
Deputy City Clerk	N16	4407	Non-Exempt	Non-Exempt General
Deputy City Manager	D9	2313	Exempt	Department Head / Division Manager
Deputy Court Administrator	E7	4403	Exempt	Exempt
Deputy Court Clerk	N11	4412	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Deputy Fire Chief	D5	6146	Exempt	Department Head / Division Manager
Deputy Police Chief	D6	6225	Exempt	Department Head / Division Manager
Economic Development Director	D8	2316	Exempt	Department Head / Division Manager
Economic Development Marketing Coordinator	E8	7170	Exempt	Exempt
Economic Development Officer	E10	7140	Exempt	Exempt
Electrical Inspector	N16	3406	Non-Exempt	Non-Exempt General
Electrician I	N14	5725	Non-Exempt	Non-Exempt General
Electrician II	N15	5726	Non-Exempt	Non-Exempt General
Electrician III	N16	5727	Non-Exempt	Non-Exempt General
Emergency Management Coordinator	E12	6116	Exempt	Exempt
Employee Development Coordinator	E9	7146	Exempt	Exempt
EMS Chief	E14	6140	Exempt	Exempt
Energy and Facilities Projects Coordinator	E11	5114	Exempt	Exempt
Engineer	E8	3342	Exempt	Exempt
Engineering Projects Specialist	N17	3429	Non-Exempt	Non-Exempt General
Environmental Compliance Analyst	E8	7177	Exempt	Exempt
Equipment Operator I	N13	5717	Non-Exempt	Non-Exempt General
Equipment Operator II	N14	5718	Non-Exempt	Non-Exempt General
Equipment Services Assistant	N9	6212	Non-Exempt	Non-Exempt General
ERP Business Analyst	E9	3723	Exempt	Exempt
ERP Software Engineer	E11	3223	Exempt	Exempt
Executive Administrator	E9	4608	Exempt	Exempt
Executive Aide	N15	4609	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Executive Assistant	N14	4607	Non-Exempt	Non-Exempt General
Facilities Manager	D2	5117	Exempt	Department Head / Division Manager
Facilities Supervisor	E9	5115	Exempt	Exempt
Finance Administrator	E12	3120	Exempt	Exempt
Finance Director	D8	2304	Exempt	Department Head / Division Manager
Financial Analyst	E8	3109	Exempt	Exempt
Fire Captain - Non Shift	F5	6147	Non-Exempt	Non-Exempt Fire Commissioned
Fire Captain - Shift	FS5	6148	Non-Exempt	Non-Exempt Fire Commissioned
Fire Chief	D8	6101	Exempt	Department Head / Division Manager
Fire Engineer - Non Shift	F3	6134	Non-Exempt	Non-Exempt Fire Commissioned
Fire Engineer - Shift	FS3	6109	Non-Exempt	Non-Exempt Fire Commissioned
Fire Inspector	N16	6139	Non-Exempt	Non-Exempt General
Fire Lieutenant - EMS Field Coordinator - Non Shift	F4	6133	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - EMS Field Coordinator - Shift	FS4	6143	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Field Training Officer - Non Shift	F4	6131	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Fire Investigator - Non Shift	F4	6121	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Fire Plans Examiner/Inspector - Non Shift	F4	6132	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Non Shift	F4	6142	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Safety and Medical Officer - Non Shift	F4	6144	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Safety and Medical Officer - Shift	FS4	6145	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Shift	FS4	6108	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Technical Services Coordinator - Non Shift	F4	6120	Non-Exempt	Non-Exempt Fire Commissioned
Fire Marshal	E14	6124	Exempt	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Fire Mechanic	N14	5723	Non-Exempt	Non-Exempt General
Fire Paramedic - Non Shift	F3	6135	Non-Exempt	Non-Exempt Fire Commissioned
Fire Paramedic - Shift	FS3	6110	Non-Exempt	Non-Exempt Fire Commissioned
Fire Trainee - Non Operational	FT1	6149	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter I - Non Shift	F1	6136	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter I - Shift	FS1	6112	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter II - Non Shift	F2	6137	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter II - Shift	FS2	6111	Non-Exempt	Non-Exempt Fire Commissioned
Fleet Manager	D2	5201	Exempt	Department Head / Division Manager
Foreman	N17	5719	Non-Exempt	Non-Exempt General
General Building Inspector	N16	3407	Non-Exempt	Non-Exempt General
General Services Director	D8	2314	Exempt	Department Head / Division Manager
GIS Coordinator	E11	3347	Exempt	Exempt
GIS Specialist	N16	4308	Non-Exempt	Non-Exempt General
GIS Technician	N12	4313	Non-Exempt	Non-Exempt General
Golf Course Superintendent	E8	3909	Exempt	Exempt
Golf Irrigator	N12	3919	Non-Exempt	Non-Exempt General
Golf Professional	E8	3911	Exempt	Exempt
Golf Shop Associate	N8	3940	Non-Exempt	Non-Exempt General
Golf Worker I	N9	3937	Non-Exempt	Non-Exempt General
Golf Worker II	N11	3938	Non-Exempt	Non-Exempt General
Graffiti Enforcement Specialist	N13	5525	Non-Exempt	Non-Exempt General
Graphic Designer	E5	7171	Exempt	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Guest Relations Clerk I	N6	4206	Non-Exempt	Non-Exempt General
Guest Relations Clerk II	N8	4209	Non-Exempt	Non-Exempt General
Housing and Redevelopment Specialist	E7	3828	Exempt	Exempt
Housing Coordinator	E9	7173	Exempt	Exempt
Housing Inspector	N16	3417	Non-Exempt	Non-Exempt General
Housing Policy and Development Manager	D2	7175	Exempt	Department Head / Division Manager
Human Resources Administrator I	E11	3727	Exempt	Exempt
Human Resources Administrator II	E12	3728	Exempt	Exempt
Human Resources Analyst	E7	3703	Exempt	Exempt
Human Resources Director	D8	2315	Exempt	Department Head / Division Manager
Human Resources Manager	D2	3701	Exempt	Department Head / Division Manager
Human Resources Specialist	N14	3725	Non-Exempt	Non-Exempt General
HVAC Specialist	N15	5708	Non-Exempt	Non-Exempt General
Hydro Systems Specialist	N15	5724	Non-Exempt	Non-Exempt General
Information Systems Manager	D4	4317	Exempt	Department Head / Division Manager
Information Technology Director	D8	2310	Exempt	Department Head / Division Manager
Information/Records Management Coordinator	E12	4419	Exempt	Exempt
Infrastructure Asset Management Coordinator	E9	4321	Exempt	Exempt
Internet Software Engineer	E10	3202	Exempt	Exempt
IT Security Administrator	E13	3232	Exempt	Exempt
IT Services Administrator	E13	3231	Exempt	Exempt
IT Systems Supervisor	E12	3225	Exempt	Exempt
Judge Pro Tem	E15	2203	Exempt	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Laboratory Analyst	N15	3319	Non-Exempt	Non-Exempt General
Lake Operations Coordinator	E8	5302	Exempt	Exempt
Landscape Designer	E7	5334	Exempt	Exempt
Lead Deputy Court Clerk	N13	4421	Non-Exempt	Non-Exempt General
Lead Housing Inspector	N17	3424	Non-Exempt	Non-Exempt General
Lead Lifeguard	N5	5416	Non-Exempt	Non-Exempt General
Lead Plant Operator	N17	3314	Non-Exempt	Non-Exempt General
Lead Police Records Technician	N13	4415	Non-Exempt	Non-Exempt General
Lead Prosecuting Attorney	E12	3513	Exempt	Exempt
Lead Software Engineer	E12	3201	Exempt	Exempt
Legal Administrator	E7	3516	Exempt	Exempt
Legal Assistant	N13	3521	Non-Exempt	Non-Exempt General
Legal Coordinator	E6	3518	Exempt	Exempt
Librarian I	E5	3603	Exempt	Exempt
Librarian II	E6	3602	Exempt	Exempt
Library Associate I	N9	3606	Non-Exempt	Non-Exempt General
Library Associate II	N11	3609	Non-Exempt	Non-Exempt General
Library Clerk I	N6	3607	Non-Exempt	Non-Exempt General
Library Clerk II	N7	3610	Non-Exempt	Non-Exempt General
Library Network Specialist	E6	4314	Exempt	Exempt
Library Services Coordinator	E7	3615	Exempt	Exempt
Library Services Manager	D2	3601	Exempt	Department Head / Division Manager
Library Shelver	N3	3617	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Library Specialist	N12	3616	Non-Exempt	Non-Exempt General
Library Supervisor	E6	3604	Exempt	Exempt
Maintenanceworker	N9	5511	Non-Exempt	Non-Exempt General
Management Analyst	E7	7130	Exempt	Exempt
Marketing Coordinator	E5	7167	Exempt	Exempt
Mechanic I	N12	5709	Non-Exempt	Non-Exempt General
Mechanic II	N13	5707	Non-Exempt	Non-Exempt General
Messenger	N8	4205	Non-Exempt	Non-Exempt General
Network Engineer	E12	3228	Exempt	Exempt
Network Systems Technician	N14	4316	Non-Exempt	Non-Exempt General
Open Space Manager	D2	5333	Exempt	Department Head / Division Manager
Open Space Specialist	E4	7157	Exempt	Exempt
Open Space Superintendent	E9	7156	Exempt	Exempt
Open Space Supervisor	E6	7158	Exempt	Exempt
Open Space Technician	N13	3812	Non-Exempt	Non-Exempt General
Paralegal	N14	3510	Non-Exempt	Non-Exempt General
Park Naturalist	N7	5339	Non-Exempt	Non-Exempt General
Park Ranger	N12	5330	Non-Exempt	Non-Exempt General
Park Services Manager	D2	3901	Exempt	Department Head / Division Manager
Parking and Transportation Demand Management Coordinator	E9	3370	Exempt	Exempt
Parks and Golf Superintendent	E11	3936	Exempt	Exempt
Parks and Horticulture Superintendent	E10	5338	Exempt	Exempt
Parks Specialist	N12	5310	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Parks, Recreation and Libraries Director	D8	2307	Exempt	Department Head / Division Manager
Parkswoker I	N9	5311	Non-Exempt	Non-Exempt General
Parkswoker II	N11	5308	Non-Exempt	Non-Exempt General
Pavement Management Coordinator	E9	5523	Exempt	Exempt
Planner	E7	3819	Exempt	Exempt
Planning Aide	N12	3815	Non-Exempt	Non-Exempt General
Planning Manager	D5	3801	Exempt	Department Head / Division Manager
Plans Examiner	N16	3431	Non-Exempt	Non-Exempt General
Plans Review Supervisor	N20	3432	Non-Exempt	Non-Exempt General
Plant Operator I	N12	3324	Non-Exempt	Non-Exempt General
Plant Operator II	N13	3322	Non-Exempt	Non-Exempt General
Plant Operator III	N14	3320	Non-Exempt	Non-Exempt General
Plant Operator IV	N15	3316	Non-Exempt	Non-Exempt General
Plant Operator Trainee	N10	3346	Non-Exempt	Non-Exempt General
Plant Superintendent	E12	3340	Exempt	Exempt
Player Development Programs Coordinator	N10	3941	Non-Exempt	Non-Exempt General
Playground Safety Specialist	N14	5728	Non-Exempt	Non-Exempt General
Police Chief	D8	6201	Exempt	Department Head / Division Manager
Police Commander	E14	6228	Exempt	Exempt
Police Officer	P2	6207	Non-Exempt	Non-Exempt Police - Sworn
Police Officer Trainee	P1	6218	Non-Exempt	Non-Exempt Police - Sworn
Police Records Supervisor	N16	4416	Non-Exempt	Non-Exempt General
Police Records Technician	N11	4417	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Policy and Budget Analyst	E11	7161	Exempt	Exempt
Policy and Budget Manager	D4	7160	Exempt	Department Head / Division Manager
PR&L Marketing Analyst	E6	7153	Exempt	Exempt
PR&L Marketing Supervisor	E9	7154	Exempt	Exempt
PR&L Operations Manager	D3	3934	Exempt	Department Head / Division Manager
Principal Engineer	E13	3364	Exempt	Exempt
Principal Planner	E12	3816	Exempt	Exempt
Print Shop Coordinator	N14	5721	Non-Exempt	Non-Exempt General
Printing Technician	N10	5713	Non-Exempt	Non-Exempt General
Probation Officer	N14	3509	Non-Exempt	Non-Exempt General
Probation Supervisor	E7	3504	Exempt	Exempt
Procurement Officer	E8	7166	Exempt	Exempt
Property Evidence Technician	N13	6226	Non-Exempt	Non-Exempt General
Public Information Specialist	E7	7109	Exempt	Exempt
Public Safety Communications Administrator	E13	4105	Exempt	Exempt
Public Works and Utilities Director	D8	2306	Exempt	Department Head / Division Manager
Real Estate Coordinator	E9	7172	Exempt	Exempt
Reclaimed System Coordinator	E8	3352	Exempt	Exempt
Records Management Technician	N14	3333	Non-Exempt	Non-Exempt General
Recreation Aide	N6	5407	Non-Exempt	Non-Exempt General
Recreation Coordinator	E5	3942	Exempt	Exempt
Recreation Facilities Superintendent	E11	3931	Exempt	Exempt
Recreation Program Assistant	N7	5405	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Recreation Programs Superintendent	E10	3929	Exempt	Exempt
Recreation Services Manager	D2	3924	Exempt	Department Head / Division Manager
Recreation Specialist	E4	3908	Exempt	Exempt
Recreation Supervisor	E8	3928	Exempt	Exempt
Recreation Supervisor II	E9	3935	Exempt	Exempt
Report Specialist	N12	6213	Non-Exempt	Non-Exempt General
Retirement Administrator	E10	3116	Exempt	Exempt
Revenue Agent	E5	3111	Exempt	Exempt
Revenue Services Representative	N11	4514	Non-Exempt	Non-Exempt General
Revenue Services Supervisor	N13	3119	Non-Exempt	Non-Exempt General
Risk/Claims Analyst	E7	3717	Exempt	Exempt
Sales Tax Audit Supervisor	E9	3112	Exempt	Exempt
Sales Tax Auditor	E7	3108	Exempt	Exempt
Sales Tax Manager	D2	3101	Exempt	Department Head / Division Manager
Second Assistant Golf Professional	N12	3913	Non-Exempt	Non-Exempt General
Senior Assistant City Attorney	E15	3522	Exempt	Exempt
Senior Criminalist	N17	6205	Non-Exempt	Non-Exempt General
Senior Engineer	E11	3345	Exempt	Exempt
Senior Financial Analyst	E9	3115	Exempt	Exempt
Senior Human Resources Analyst	E9	3710	Exempt	Exempt
Senior Landscape Architect	E9	5335	Exempt	Exempt
Senior Maintenanceworker	N11	5510	Non-Exempt	Non-Exempt General
Senior Management Analyst	E9	7131	Exempt	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Senior Park Ranger	N15	5318	Non-Exempt	Non-Exempt General
Senior Planner	E9	3820	Exempt	Exempt
Senior Plans Examiner	N17	3434	Non-Exempt	Non-Exempt General
Senior Police Officer	P3	6206	Non-Exempt	Non-Exempt Police - Sworn
Senior Projects Administrator	E14	3366	Exempt	Exempt
Senior Projects Coordinator	E10	3806	Exempt	Exempt
Senior Projects Engineer	E14	3328	Exempt	Exempt
Senior Risk/Claims Analyst	E9	3724	Exempt	Exempt
Senior Technical Support Specialist	N16	3227	Non-Exempt	Non-Exempt General
Senior Telecommunications Administrator	E13	7122	Exempt	Exempt
Senior Transportation and Mobility Planner	E13	3822	Exempt	Exempt
Senior Urban Designer	E10	3817	Exempt	Exempt
Senior Water Resources Analyst	E9	3368	Exempt	Exempt
Sergeant	P4	6204	Non-Exempt	Non-Exempt Police - Sworn
Software Engineer I	E8	3204	Exempt	Exempt
Software Engineer II	E10	3203	Exempt	Exempt
Software Engineering Manager	D4	4318	Exempt	Department Head / Division Manager
Stormwater Analyst	E6	3372	Exempt	Exempt
Stormwater Coordinator	E8	3373	Exempt	Exempt
Stormwater Inspector	N15	3374	Non-Exempt	Non-Exempt General
Street Inspector	N15	5517	Non-Exempt	Non-Exempt General
Street Operations Manager	D3	5501	Exempt	Department Head / Division Manager
Street Projects Specialist	N17	5524	Non-Exempt	Non-Exempt General

**City of Westminster
Authorized 2019 / 2020 Budget
ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Support Services Administrator	E13	4422	Exempt	Exempt
Systems Administrator	E9	3224	Exempt	Exempt
Technical Services Coordinator	E9	6227	Exempt	Exempt
Technical Support Specialist	N14	3226	Non-Exempt	Non-Exempt General
Technology Procurement Specialist	N14	3233	Non-Exempt	Non-Exempt General
Traffic Accident Investigator	N15	6215	Non-Exempt	Non-Exempt General
Traffic Engineer	E11	3365	Exempt	Exempt
Traffic Technician	N13	3357	Non-Exempt	Non-Exempt General
Training Chief	E14	6141	Exempt	Exempt
Transportation and Mobility Planner	E10	3824	Exempt	Exempt
Transportation Systems Coordinator	E7	3315	Exempt	Exempt
Treasury Manager	D2	3103	Exempt	Department Head / Division Manager
Utilities Engineering Manager	D4	3362	Exempt	Department Head / Division Manager
Utilities Operations Manager	D5	5601	Exempt	Department Head / Division Manager
Utilities Specialist	N15	5614	Non-Exempt	Non-Exempt General
Utilities Systems Specialist	N16	5512	Non-Exempt	Non-Exempt General
Utilities Technician	N14	5604	Non-Exempt	Non-Exempt General
Victim Advocate	N14	3506	Non-Exempt	Non-Exempt General
Victim Services Coordinator	E7	3503	Exempt	Exempt
Wastewater Superintendent	E11	3361	Exempt	Exempt
Water Quality Administrator	E12	3339	Exempt	Exempt
Water Quality Specialist	E9	3336	Exempt	Exempt
Water Resources Analyst	E8	3317	Exempt	Exempt

**City of Westminster
 Authorized 2019 / 2020 Budget
 ALL Benefited Position Titles**

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Water Resources and Quality Manager	D3	3363	Exempt	Department Head / Division Manager
Water Resources Specialist	E7	3371	Exempt	Exempt
Water Resources Technician	N14	3334	Non-Exempt	Non-Exempt General
Water Superintendent	E11	5620	Exempt	Exempt
Wellness Program Coordinator	E9	3720	Exempt	Exempt
Westminster Legacy Foundation Executive Director	E6	7178	Exempt	Exempt



WESTMINSTER

Section C

**Department Head
Division Manager**

Pay Plan

City of Westminster
Authorized 2019 / 2020 Pay Plan Budget
Department Head / Division Manager Position Titles

Position	Pay Grade	Class Code	Exemption Status
Accounting Manager	D2	3102	Exempt
Business Development Manager	D2	7176	Exempt
Chief Building Official	D2	3401	Exempt
City Clerk	D3	2303	Exempt
City Engineer	D5	3301	Exempt
Communication and Outreach Manager	D2	7145	Exempt
Community Development Director	D8	2308	Exempt
Court Administrator	D3	4401	Exempt
Deputy City Attorney	D6	3517	Exempt
Deputy City Manager	D9	2313	Exempt
Deputy Fire Chief	D5	6146	Exempt
Deputy Police Chief	D6	6225	Exempt
Economic Development Director	D8	2316	Exempt
Facilities Manager	D2	5117	Exempt
Finance Director	D8	2304	Exempt
Fire Chief	D8	6101	Exempt
Fleet Manager	D2	5201	Exempt
General Services Director	D8	2314	Exempt
Housing Policy and Development Manager	D2	7175	Exempt
Human Resources Director	D8	2315	Exempt

City of Westminster
Authorized 2019 / 2020 Pay Plan Budget
Department Head / Division Manager Position Titles

Position	Pay Grade	Class Code	Exemption Status
Human Resources Manager	D2	3701	Exempt
Information Systems Manager	D4	4317	Exempt
Information Technology Director	D8	2310	Exempt
Library Services Manager	D2	3601	Exempt
Open Space Manager	D2	5333	Exempt
Park Services Manager	D2	3901	Exempt
Parks, Recreation and Libraries Director	D8	2307	Exempt
Planning Manager	D5	3801	Exempt
Police Chief	D8	6201	Exempt
Policy and Budget Manager	D4	7160	Exempt
PR&L Operations Manager	D3	3934	Exempt
Public Works and Utilities Director	D8	2306	Exempt
Recreation Services Manager	D2	3924	Exempt
Sales Tax Manager	D2	3101	Exempt
Software Engineering Manager	D4	4318	Exempt
Street Operations Manager	D3	5501	Exempt
Treasury Manager	D2	3103	Exempt
Utilities Engineering Manager	D4	3362	Exempt
Utilities Operations Manager	D5	5601	Exempt
Water Resources and Quality Manager	D3	3363	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Department Head / Division Manager 2019 Pay Plan**

Grade	Minimum	Maximum
D1	\$90,636	\$113,294
D2	\$97,433	\$121,792
D3	\$104,741	\$130,926
D4	\$112,596	\$140,745
D5	\$121,041	\$151,301
D6	\$130,119	\$162,649
D7	\$139,878	\$174,848
D8	\$150,369	\$187,961
D9	\$161,647	\$202,058



WESTMINSTER

Section D

Exempt Pay Plan

**City of Westminster
Authorized 2019 / 2020 Budget
Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Accountant	E8	3107	Exempt
Assistant City Attorney I	E9	3502	Exempt
Assistant City Attorney II	E14	3501	Exempt
Assistant Golf Professional	E5	3912	Exempt
Assistant Prosecuting Attorney	E10	3515	Exempt
Associate Municipal Court Judge	E15	2202	Exempt
Associate Planner	E6	3818	Exempt
Battalion Chief	E14	6129	Exempt
Business Operations Coordinator	E11	7148	Exempt
Chief Sustainability Officer	E13	3827	Exempt
Communication and Outreach Coordinator	E8	7149	Exempt
Construction Projects Specialist	E8	3435	Exempt
Contract Coordinator	E10	7150	Exempt
Control Systems Engineer	E10	3348	Exempt
Court Financial Supervisor	E6	4420	Exempt
Crime Analyst	E7	6233	Exempt
Deputy Court Administrator	E7	4403	Exempt
Economic Development Marketing Coordinator	E8	7170	Exempt
Economic Development Officer	E10	7140	Exempt
Emergency Management Coordinator	E12	6116	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Employee Development Coordinator	E9	7146	Exempt
EMS Chief	E14	6140	Exempt
Energy and Facilities Projects Coordinator	E11	5114	Exempt
Engineer	E8	3342	Exempt
Environmental Compliance Analyst	E8	7177	Exempt
ERP Business Analyst	E9	3723	Exempt
ERP Software Engineer	E11	3223	Exempt
Executive Administrator	E9	4608	Exempt
Facilities Supervisor	E9	5115	Exempt
Finance Administrator	E12	3120	Exempt
Financial Analyst	E8	3109	Exempt
Fire Marshal	E14	6124	Exempt
GIS Coordinator	E11	3347	Exempt
Golf Course Superintendent	E8	3909	Exempt
Golf Professional	E8	3911	Exempt
Graphic Designer	E5	7171	Exempt
Housing Coordinator	E9	7173	Exempt
Housing and Redevelopment Specialist	E7	3828	Exempt
Human Resources Administrator I	E11	3727	Exempt
Human Resources Administrator II	E12	3728	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Human Resources Analyst	E7	3703	Exempt
Information/Records Management Coordinator	E12	4419	Exempt
Infrastructure Asset Management Coordinator	E9	4321	Exempt
Internet Software Engineer	E10	3202	Exempt
IT Security Administrator	E13	3232	Exempt
IT Services Administrator	E13	3231	Exempt
IT Systems Supervisor	E12	3225	Exempt
Judge Pro Tem	E15	2203	Exempt
Lake Operations Coordinator	E8	5302	Exempt
Landscape Designer	E7	5334	Exempt
Lead Prosecuting Attorney	E12	3513	Exempt
Lead Software Engineer	E12	3201	Exempt
Legal Administrator	E7	3516	Exempt
Legal Coordinator	E6	3518	Exempt
Librarian I	E5	3603	Exempt
Librarian II	E6	3602	Exempt
Library Network Specialist	E6	4314	Exempt
Library Services Coordinator	E7	3615	Exempt
Library Supervisor	E6	3604	Exempt
Management Analyst	E7	7130	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Marketing Coordinator	E5	7167	Exempt
Network Engineer	E12	3228	Exempt
Open Space Specialist	E4	7157	Exempt
Open Space Superintendent	E9	7156	Exempt
Open Space Supervisor	E6	7158	Exempt
Parking and Transportation Demand Management Coordinator	E9	3370	Exempt
Parks and Golf Superintendent	E11	3936	Exempt
Parks and Horticulture Superintendent	E10	5338	Exempt
Pavement Management Coordinator	E9	5523	Exempt
Planner	E7	3819	Exempt
Plant Superintendent	E12	3340	Exempt
Police Commander	E14	6228	Exempt
Policy and Budget Analyst	E11	7161	Exempt
PR&L Marketing Analyst	E6	7153	Exempt
PR&L Marketing Supervisor	E9	7154	Exempt
Principal Engineer	E13	3364	Exempt
Principal Planner	E12	3816	Exempt
Probation Supervisor	E7	3504	Exempt
Procurement Officer	E8	7166	Exempt
Public Information Specialist	E7	7109	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Public Safety Communications Administrator	E13	4105	Exempt
Real Estate Coordinator	E9	7172	Exempt
Reclaimed System Coordinator	E8	3352	Exempt
Recreation Coordinator	E5	3942	Exempt
Recreation Facilities Superintendent	E11	3931	Exempt
Recreation Programs Superintendent	E10	3929	Exempt
Recreation Specialist	E4	3908	Exempt
Recreation Supervisor	E8	3928	Exempt
Recreation Supervisor II	E9	3935	Exempt
Retirement Administrator	E10	3116	Exempt
Revenue Agent	E5	3111	Exempt
Risk/Claims Analyst	E7	3717	Exempt
Sales Tax Audit Supervisor	E9	3112	Exempt
Sales Tax Auditor	E7	3108	Exempt
Senior Assistant City Attorney	E15	3522	Exempt
Senior Engineer	E11	3345	Exempt
Senior Financial Analyst	E9	3115	Exempt
Senior Human Resources Analyst	E9	3710	Exempt
Senior Landscape Architect	E9	5335	Exempt
Senior Management Analyst	E9	7131	Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Senior Planner	E9	3820	Exempt
Senior Projects Administrator	E14	3366	Exempt
Senior Projects Coordinator	E10	3806	Exempt
Senior Projects Engineer	E14	3328	Exempt
Senior Risk/Claims Analyst	E9	3724	Exempt
Senior Telecommunications Administrator	E13	7122	Exempt
Senior Transportation and Mobility Planner	E13	3822	Exempt
Senior Urban Designer	E10	3817	Exempt
Senior Water Resources Analyst	E9	3368	Exempt
Software Engineer I	E8	3204	Exempt
Software Engineer II	E10	3203	Exempt
Stormwater Analyst	E6	3372	Exempt
Stormwater Coordinator	E8	3373	Exempt
Support Services Administrator	E13	4422	Exempt
Systems Administrator	E9	3224	Exempt
Technical Services Coordinator	E9	6227	Exempt
Traffic Engineer	E11	3365	Exempt
Training Chief	E14	6141	Exempt
Transportation and Mobility Planner	E10	3824	Exempt
Transportation Systems Coordinator	E7	3315	Exempt

**City of Westminster
 Authorized 2019 / 2020 Budget
 Exempt Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Victim Services Coordinator	E7	3503	Exempt
Wastewater Superintendent	E11	3361	Exempt
Water Quality Administrator	E12	3339	Exempt
Water Quality Specialist	E9	3336	Exempt
Water Resources Analyst	E8	3317	Exempt
Water Resources Specialist	E7	3371	Exempt
Water Superintendent	E11	5620	Exempt
Wellness Program Coordinator	E9	3720	Exempt
Westminster Legacy Foundation Executive Director	E6	7178	Exempt

**City of Westminster
 Authorized 2019 / 2020 Budget
 Exempt 2019 Pay Plan**

Grade	Minimum	Maximum
E1	\$42,697	\$53,372
E2	\$45,899	\$57,374
E3	\$49,342	\$61,677
E4	\$53,043	\$66,303
E5	\$57,021	\$71,276
E6	\$61,297	\$76,622
E7	\$65,895	\$82,368
E8	\$70,837	\$88,546
E9	\$76,150	\$95,187
E10	\$81,861	\$102,326
E11	\$88,000	\$110,000
E12	\$94,600	\$118,250
E13	\$101,695	\$127,119
E14	\$109,322	\$136,653
E15	\$117,522	\$146,902



WESTMINSTER

Section E

Non-Exempt

General Employee

Pay Plan

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Accounting Specialist	N15	4513	Non-Exempt
Accounting Technician	N13	4515	Non-Exempt
Accounting Technician/Retirement	N13	4516	Non-Exempt
Administrative Assistant	N11	4215	Non-Exempt
Animal Management Officer	N12	6229	Non-Exempt
Animal Management Supervisor	N16	6230	Non-Exempt
Applications Specialist	N15	4312	Non-Exempt
Apprentice	N7	7163	Non-Exempt
Arborist Technician	N12	5336	Non-Exempt
Assistant City Forester	N15	5337	Non-Exempt
Assistant Golf Course Superintendent	N14	3932	Non-Exempt
Assistant Pool Manager	N9	5406	Non-Exempt
Assistant Recreation Facility Supervisor	N12	5417	Non-Exempt
Benefits Specialist	N15	3711	Non-Exempt
Building Inspection Supervisor	N20	3403	Non-Exempt
Building Permit Technician	N12	3425	Non-Exempt
Capital and Development Projects Inspector	N16	3433	Non-Exempt
Carpenter	N15	5103	Non-Exempt
CDBG Technician	N12	3813	Non-Exempt
Chemist	N17	3356	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Chief Plant Operator	N17	3367	Non-Exempt
City Forester	N17	5304	Non-Exempt
City Management Intern	N14	7162	Non-Exempt
Code Enforcement Officer	N13	3410	Non-Exempt
Code Enforcement Supervisor	N16	3426	Non-Exempt
Code Enforcement Technician	N11	3419	Non-Exempt
Communications Specialist I	N12	4104	Non-Exempt
Communications Specialist II	N14	4103	Non-Exempt
Communications Supervisor	N17	4102	Non-Exempt
Construction Inspector	N15	3428	Non-Exempt
Contract Services Coordinator	N16	5104	Non-Exempt
Contract Services Technician	N13	5118	Non-Exempt
Control Systems Specialist	N17	5703	Non-Exempt
Crewleader	N15	5716	Non-Exempt
Criminalist	N14	6209	Non-Exempt
Custodian	N7	5111	Non-Exempt
Customer Service Representative	N7	4217	Non-Exempt
Data Entry Clerk	N10	4216	Non-Exempt
Department Intern	N12	7164	Non-Exempt
Deputy City Clerk	N16	4407	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Deputy Court Clerk	N11	4412	Non-Exempt
Electrical Inspector	N16	3406	Non-Exempt
Electrician I	N14	5725	Non-Exempt
Electrician II	N15	5726	Non-Exempt
Electrician III	N16	5727	Non-Exempt
Engineering Projects Specialist	N17	3429	Non-Exempt
Equipment Operator I	N13	5717	Non-Exempt
Equipment Operator II	N14	5718	Non-Exempt
Equipment Services Assistant	N9	6212	Non-Exempt
Executive Aide	N15	4609	Non-Exempt
Executive Assistant	N14	4607	Non-Exempt
Fire Inspector	N16	6139	Non-Exempt
Fire Mechanic	N14	5723	Non-Exempt
Foreman	N17	5719	Non-Exempt
General Building Inspector	N16	3407	Non-Exempt
GIS Specialist	N16	4308	Non-Exempt
GIS Technician	N12	4313	Non-Exempt
Golf Irrigator	N12	3919	Non-Exempt
Golf Shop Associate	N8	3940	Non-Exempt
Golf Worker I	N9	3937	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Golf Worker II	N11	3938	Non-Exempt
Graffiti Enforcement Specialist	N13	5525	Non-Exempt
Guest Relations Clerk I	N6	4206	Non-Exempt
Guest Relations Clerk II	N8	4209	Non-Exempt
Housing Inspector	N16	3417	Non-Exempt
Human Resources Specialist	N14	3725	Non-Exempt
HVAC Specialist	N15	5708	Non-Exempt
Hydro Systems Specialist	N15	5724	Non-Exempt
Laboratory Analyst	N15	3319	Non-Exempt
Lead Deputy Court Clerk	N13	4421	Non-Exempt
Lead Housing Inspector	N17	3424	Non-Exempt
Lead Lifeguard	N5	5416	Non-Exempt
Lead Plant Operator	N17	3314	Non-Exempt
Lead Police Records Technician	N13	4415	Non-Exempt
Legal Assistant	N13	3521	Non-Exempt
Library Associate I	N9	3606	Non-Exempt
Library Associate II	N11	3609	Non-Exempt
Library Clerk I	N6	3607	Non-Exempt
Library Clerk II	N7	3610	Non-Exempt
Library Shelver	N3	3617	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Library Specialist	N12	3616	Non-Exempt
Maintenanceworker	N9	5511	Non-Exempt
Mechanic I	N12	5709	Non-Exempt
Mechanic II	N13	5707	Non-Exempt
Messenger	N8	4205	Non-Exempt
Network Systems Technician	N14	4316	Non-Exempt
Open Space Technician	N13	3812	Non-Exempt
Paralegal	N14	3510	Non-Exempt
Park Naturalist	N7	5339	Non-Exempt
Park Ranger	N12	5330	Non-Exempt
Parks Specialist	N12	5310	Non-Exempt
Parkswoker I	N9	5311	Non-Exempt
Parkswoker II	N11	5308	Non-Exempt
Planning Aide	N12	3815	Non-Exempt
Plans Examiner	N16	3431	Non-Exempt
Plans Review Supervisor	N20	3432	Non-Exempt
Plant Operator I	N12	3324	Non-Exempt
Plant Operator II	N13	3322	Non-Exempt
Plant Operator III	N14	3320	Non-Exempt
Plant Operator IV	N15	3316	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Plant Operator Trainee	N10	3346	Non-Exempt
Player Development Programs Coordinator	N10	3941	Non-Exempt
Playground Safety Specialist	N14	5728	Non-Exempt
Police Records Supervisor	N16	4416	Non-Exempt
Police Records Technician	N11	4417	Non-Exempt
Print Shop Coordinator	N14	5721	Non-Exempt
Printing Technician	N10	5713	Non-Exempt
Probation Officer	N14	3509	Non-Exempt
Property Evidence Technician	N13	6226	Non-Exempt
Records Management Technician	N14	3333	Non-Exempt
Recreation Aide	N6	5407	Non-Exempt
Recreation Program Assistant	N7	5405	Non-Exempt
Report Specialist	N12	6213	Non-Exempt
Revenue Services Representative	N11	4514	Non-Exempt
Revenue Services Supervisor	N13	3119	Non-Exempt
Second Assistant Golf Professional	N12	3913	Non-Exempt
Senior Criminalist	N17	6205	Non-Exempt
Senior Maintenanceworker	N11	5510	Non-Exempt
Senior Park Ranger	N15	5318	Non-Exempt
Senior Plans Examiner	N17	3434	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Senior Technical Support Specialist	N16	3227	Non-Exempt
Stormwater Inspector	N15	3374	Non-Exempt
Street Inspector	N15	5517	Non-Exempt
Street Projects Specialist	N17	5524	Non-Exempt
Technical Support Specialist	N14	3226	Non-Exempt
Technology Procurement Specialist	N14	3233	Non-Exempt
Traffic Accident Investigator	N15	6215	Non-Exempt
Traffic Technician	N13	3357	Non-Exempt
Utilities Specialist	N15	5614	Non-Exempt
Utilities Systems Specialist	N16	5512	Non-Exempt
Utilities Technician	N14	5604	Non-Exempt
Victim Advocate	N14	3506	Non-Exempt
Water Resources Technician	N14	3334	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N3	1	\$11.50	\$920.09	\$1,999.01	\$23,988.13
	2	\$11.79	\$943.10	\$2,048.99	\$24,587.84
	3	\$12.08	\$966.67	\$2,100.21	\$25,202.53
	4	\$12.39	\$990.84	\$2,152.72	\$25,832.60
	5	\$12.70	\$1,015.61	\$2,206.53	\$26,478.41
	6	\$13.01	\$1,041.00	\$2,261.70	\$27,140.37
	7	\$13.34	\$1,067.03	\$2,318.24	\$27,818.88
	8	\$13.67	\$1,093.70	\$2,376.20	\$28,514.35
	9	\$14.01	\$1,121.04	\$2,435.60	\$29,227.21
	10	\$14.36	\$1,149.07	\$2,496.49	\$29,957.89
	11	\$14.72	\$1,177.80	\$2,558.90	\$30,706.84

N4	1	\$12.36	\$989.10	\$2,148.94	\$25,787.24
	2	\$12.67	\$1,013.83	\$2,202.66	\$26,431.92
	3	\$12.99	\$1,039.17	\$2,257.73	\$27,092.72
	4	\$13.31	\$1,065.15	\$2,314.17	\$27,770.04
	5	\$13.65	\$1,091.78	\$2,372.02	\$28,464.29
	6	\$13.99	\$1,119.08	\$2,431.32	\$29,175.90
	7	\$14.34	\$1,147.05	\$2,492.11	\$29,905.30
	8	\$14.70	\$1,175.73	\$2,554.41	\$30,652.93
	9	\$15.06	\$1,205.12	\$2,618.27	\$31,419.25
	10	\$15.44	\$1,235.25	\$2,683.73	\$32,204.73
	11	\$15.83	\$1,266.13	\$2,750.82	\$33,009.85

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N5	1	\$13.29	\$1,063.28	\$2,310.11	\$27,721.29
	2	\$13.62	\$1,089.87	\$2,367.86	\$28,414.32
	3	\$13.96	\$1,117.11	\$2,427.06	\$29,124.68
	4	\$14.31	\$1,145.04	\$2,487.73	\$29,852.79
	5	\$14.67	\$1,173.67	\$2,549.93	\$30,599.11
	6	\$15.04	\$1,203.01	\$2,613.67	\$31,364.09
	7	\$15.41	\$1,233.08	\$2,679.02	\$32,148.19
	8	\$15.80	\$1,263.91	\$2,745.99	\$32,951.90
	9	\$16.19	\$1,295.51	\$2,814.64	\$33,775.70
	10	\$16.60	\$1,327.90	\$2,885.01	\$34,620.09
	11	\$17.01	\$1,361.09	\$2,957.13	\$35,485.59

N6	1	\$14.29	\$1,143.03	\$2,483.37	\$29,800.38
	2	\$14.65	\$1,171.61	\$2,545.45	\$30,545.39
	3	\$15.01	\$1,200.90	\$2,609.09	\$31,309.03
	4	\$15.39	\$1,230.92	\$2,674.31	\$32,091.75
	5	\$15.77	\$1,261.69	\$2,741.17	\$32,894.05
	6	\$16.17	\$1,293.23	\$2,809.70	\$33,716.40
	7	\$16.57	\$1,325.56	\$2,879.94	\$34,559.31
	8	\$16.98	\$1,358.70	\$2,951.94	\$35,423.29
	9	\$17.41	\$1,392.67	\$3,025.74	\$36,308.87
	10	\$17.84	\$1,427.49	\$3,101.38	\$37,216.59
	11	\$18.29	\$1,463.17	\$3,178.92	\$38,147.01

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N7	1	\$15.36	\$1,228.76	\$2,669.62	\$32,035.41
	2	\$15.74	\$1,259.48	\$2,736.36	\$32,836.30
	3	\$16.14	\$1,290.96	\$2,804.77	\$33,657.20
	4	\$16.54	\$1,323.24	\$2,874.89	\$34,498.63
	5	\$16.95	\$1,356.32	\$2,946.76	\$35,361.10
	6	\$17.38	\$1,390.23	\$3,020.43	\$36,245.13
	7	\$17.81	\$1,424.98	\$3,095.94	\$37,151.26
	8	\$18.26	\$1,460.61	\$3,173.34	\$38,080.04
	9	\$18.71	\$1,497.12	\$3,252.67	\$39,032.04
	10	\$19.18	\$1,534.55	\$3,333.99	\$40,007.84
	11	\$19.66	\$1,572.91	\$3,417.34	\$41,008.04

N8	1	\$16.51	\$1,320.91	\$2,869.84	\$34,438.07
	2	\$16.92	\$1,353.94	\$2,941.58	\$35,299.02
	3	\$17.35	\$1,387.78	\$3,015.12	\$36,181.49
	4	\$17.78	\$1,422.48	\$3,090.50	\$37,086.03
	5	\$18.23	\$1,458.04	\$3,167.77	\$38,013.18
	6	\$18.68	\$1,494.49	\$3,246.96	\$38,963.51
	7	\$19.15	\$1,531.85	\$3,328.13	\$39,937.60
	8	\$19.63	\$1,570.15	\$3,411.34	\$40,936.04
	9	\$20.12	\$1,609.40	\$3,496.62	\$41,959.44
	10	\$20.62	\$1,649.64	\$3,584.04	\$43,008.43
	11	\$21.14	\$1,690.88	\$3,673.64	\$44,083.64

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N9	1	\$17.75	\$1,419.98	\$3,085.08	\$37,020.92
	2	\$18.19	\$1,455.48	\$3,162.20	\$37,946.45
	3	\$18.65	\$1,491.87	\$3,241.26	\$38,895.11
	4	\$19.11	\$1,529.17	\$3,322.29	\$39,867.48
	5	\$19.59	\$1,567.39	\$3,405.35	\$40,864.17
	6	\$20.08	\$1,606.58	\$3,490.48	\$41,885.78
	7	\$20.58	\$1,646.74	\$3,577.74	\$42,932.92
	8	\$21.10	\$1,687.91	\$3,667.19	\$44,006.24
	9	\$21.63	\$1,730.11	\$3,758.87	\$45,106.40
	10	\$22.17	\$1,773.36	\$3,852.84	\$46,234.06
	11	\$22.72	\$1,817.70	\$3,949.16	\$47,389.91

N10	1	\$19.08	\$1,526.48	\$3,316.46	\$39,797.49
	2	\$19.56	\$1,564.64	\$3,399.37	\$40,792.43
	3	\$20.05	\$1,603.76	\$3,484.35	\$41,812.24
	4	\$20.55	\$1,643.85	\$3,571.46	\$42,857.55
	5	\$21.06	\$1,684.95	\$3,660.75	\$43,928.98
	6	\$21.59	\$1,727.07	\$3,752.27	\$45,027.21
	7	\$22.13	\$1,770.25	\$3,846.07	\$46,152.89
	8	\$22.68	\$1,814.51	\$3,942.23	\$47,306.71
	9	\$23.25	\$1,859.87	\$4,040.78	\$48,489.38
	10	\$23.83	\$1,906.37	\$4,141.80	\$49,701.61
	11	\$24.43	\$1,954.02	\$4,245.35	\$50,944.15

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N11	1	\$20.51	\$1,640.97	\$3,565.19	\$42,782.30
	2	\$21.02	\$1,681.99	\$3,654.32	\$43,851.86
	3	\$21.55	\$1,724.04	\$3,745.68	\$44,948.16
	4	\$22.09	\$1,767.14	\$3,839.32	\$46,071.86
	5	\$22.64	\$1,811.32	\$3,935.30	\$47,223.66
	6	\$23.21	\$1,856.60	\$4,033.69	\$48,404.25
	7	\$23.79	\$1,903.02	\$4,134.53	\$49,614.36
	8	\$24.38	\$1,950.59	\$4,237.89	\$50,854.71
	9	\$24.99	\$1,999.36	\$4,343.84	\$52,126.08
	10	\$25.62	\$2,049.34	\$4,452.44	\$53,429.23
	11	\$26.26	\$2,100.58	\$4,563.75	\$54,764.97

N12	1	\$22.05	\$1,764.04	\$3,832.58	\$45,990.98
	2	\$22.60	\$1,808.14	\$3,928.40	\$47,140.75
	3	\$23.17	\$1,853.34	\$4,026.61	\$48,319.27
	4	\$23.75	\$1,899.68	\$4,127.27	\$49,527.25
	5	\$24.34	\$1,947.17	\$4,230.45	\$50,765.43
	6	\$24.95	\$1,995.85	\$4,336.21	\$52,034.57
	7	\$25.57	\$2,045.74	\$4,444.62	\$53,335.43
	8	\$26.21	\$2,096.89	\$4,555.73	\$54,668.82
	9	\$26.87	\$2,149.31	\$4,669.63	\$56,035.54
	10	\$27.54	\$2,203.04	\$4,786.37	\$57,436.43
	11	\$28.23	\$2,258.12	\$4,906.03	\$58,872.34

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N13	1	\$23.70	\$1,896.34	\$4,120.02	\$49,440.30
	2	\$24.30	\$1,943.75	\$4,223.03	\$50,676.31
	3	\$24.90	\$1,992.34	\$4,328.60	\$51,943.21
	4	\$25.53	\$2,042.15	\$4,436.82	\$53,241.80
	5	\$26.17	\$2,093.21	\$4,547.74	\$54,572.84
	6	\$26.82	\$2,145.54	\$4,661.43	\$55,937.16
	7	\$27.49	\$2,199.18	\$4,777.97	\$57,335.59
	8	\$28.18	\$2,254.16	\$4,897.41	\$58,768.98
	9	\$28.88	\$2,310.51	\$5,019.85	\$60,238.20
	10	\$29.60	\$2,368.27	\$5,145.35	\$61,744.16
	11	\$30.34	\$2,427.48	\$5,273.98	\$63,287.76

N14	1	\$25.48	\$2,038.57	\$4,429.03	\$53,148.32
	2	\$26.12	\$2,089.53	\$4,539.75	\$54,477.03
	3	\$26.77	\$2,141.77	\$4,653.25	\$55,838.96
	4	\$27.44	\$2,195.31	\$4,769.58	\$57,234.93
	5	\$28.13	\$2,250.20	\$4,888.82	\$58,665.80
	6	\$28.83	\$2,306.45	\$5,011.04	\$60,132.45
	7	\$29.55	\$2,364.11	\$5,136.31	\$61,635.76
	8	\$30.29	\$2,423.22	\$5,264.72	\$63,176.65
	9	\$31.05	\$2,483.80	\$5,396.34	\$64,756.07
	10	\$31.82	\$2,545.89	\$5,531.25	\$66,374.97
	11	\$32.62	\$2,609.54	\$5,669.53	\$68,034.35

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N15	1	\$27.39	\$2,191.46	\$4,761.20	\$57,134.45
	2	\$28.08	\$2,246.25	\$4,880.23	\$58,562.81
	3	\$28.78	\$2,302.40	\$5,002.24	\$60,026.88
	4	\$29.50	\$2,359.96	\$5,127.30	\$61,527.55
	5	\$30.24	\$2,418.96	\$5,255.48	\$63,065.74
	6	\$30.99	\$2,479.44	\$5,386.87	\$64,642.38
	7	\$31.77	\$2,541.42	\$5,521.54	\$66,258.44
	8	\$32.56	\$2,604.96	\$5,659.58	\$67,914.90
	9	\$33.38	\$2,670.08	\$5,801.06	\$69,612.78
	10	\$34.21	\$2,736.83	\$5,946.09	\$71,353.09
	11	\$35.07	\$2,805.25	\$6,094.74	\$73,136.92

N16	1	\$29.45	\$2,355.82	\$5,118.29	\$61,419.53
	2	\$30.18	\$2,414.72	\$5,246.25	\$62,955.02
	3	\$30.94	\$2,475.08	\$5,377.41	\$64,528.89
	4	\$31.71	\$2,536.96	\$5,511.84	\$66,142.12
	5	\$32.50	\$2,600.38	\$5,649.64	\$67,795.67
	6	\$33.32	\$2,665.39	\$5,790.88	\$69,490.56
	7	\$34.15	\$2,732.03	\$5,935.65	\$71,227.82
	8	\$35.00	\$2,800.33	\$6,084.04	\$73,008.52
	9	\$35.88	\$2,870.34	\$6,236.14	\$74,833.73
	10	\$36.78	\$2,942.10	\$6,392.05	\$76,704.58
	11	\$37.70	\$3,015.65	\$6,551.85	\$78,622.19

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N17	1	\$31.66	\$2,532.51	\$5,502.17	\$66,025.99
	2	\$32.45	\$2,595.82	\$5,639.72	\$67,676.64
	3	\$33.26	\$2,660.71	\$5,780.71	\$69,368.56
	4	\$34.09	\$2,727.23	\$5,925.23	\$71,102.77
	5	\$34.94	\$2,795.41	\$6,073.36	\$72,880.34
	6	\$35.82	\$2,865.30	\$6,225.20	\$74,702.35
	7	\$36.71	\$2,936.93	\$6,380.83	\$76,569.91
	8	\$37.63	\$3,010.35	\$6,540.35	\$78,484.16
	9	\$38.57	\$3,085.61	\$6,703.86	\$80,446.26
	10	\$39.53	\$3,162.75	\$6,871.45	\$82,457.42
	11	\$40.52	\$3,241.82	\$7,043.24	\$84,518.86

N18	1	\$34.03	\$2,722.44	\$5,914.83	\$70,977.94
	2	\$34.88	\$2,790.51	\$6,062.70	\$72,752.39
	3	\$35.75	\$2,860.27	\$6,214.27	\$74,571.20
	4	\$36.65	\$2,931.78	\$6,369.62	\$76,435.48
	5	\$37.56	\$3,005.07	\$6,528.86	\$78,346.37
	6	\$38.50	\$3,080.20	\$6,692.09	\$80,305.03
	7	\$39.47	\$3,157.20	\$6,859.39	\$82,312.65
	8	\$40.45	\$3,236.13	\$7,030.87	\$84,370.47
	9	\$41.46	\$3,317.03	\$7,206.64	\$86,479.73
	10	\$42.50	\$3,399.96	\$7,386.81	\$88,641.73
	11	\$43.56	\$3,484.96	\$7,571.48	\$90,857.77

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt General 2019 Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	Annual
N19	1	\$36.58	\$2,926.63	\$6,358.44	\$76,301.29
	2	\$37.50	\$2,999.79	\$6,517.40	\$78,208.82
	3	\$38.43	\$3,074.79	\$6,680.34	\$80,164.04
	4	\$39.40	\$3,151.66	\$6,847.35	\$82,168.14
	5	\$40.38	\$3,230.45	\$7,018.53	\$84,222.35
	6	\$41.39	\$3,311.21	\$7,193.99	\$86,327.91
	7	\$42.42	\$3,393.99	\$7,373.84	\$88,486.10
	8	\$43.49	\$3,478.84	\$7,558.19	\$90,698.26
	9	\$44.57	\$3,565.81	\$7,747.14	\$92,965.71
	10	\$45.69	\$3,654.96	\$7,940.82	\$95,289.86
	11	\$46.83	\$3,746.33	\$8,139.34	\$97,672.10

N20	1	\$39.33	\$3,146.13	\$6,835.32	\$82,023.89
	2	\$40.31	\$3,224.78	\$7,006.21	\$84,074.48
	3	\$41.32	\$3,305.40	\$7,181.36	\$86,176.35
	4	\$42.35	\$3,388.03	\$7,360.90	\$88,330.75
	5	\$43.41	\$3,472.73	\$7,544.92	\$90,539.02
	6	\$44.49	\$3,559.55	\$7,733.54	\$92,802.50
	7	\$45.61	\$3,648.54	\$7,926.88	\$95,122.56
	8	\$46.75	\$3,739.75	\$8,125.05	\$97,500.63
	9	\$47.92	\$3,833.25	\$8,328.18	\$99,938.14
	10	\$49.11	\$3,929.08	\$8,536.38	\$102,436.59
	11	\$50.34	\$4,027.31	\$8,749.79	\$104,997.51



WESTMINSTER

Section F

Non-Exempt

Fire Commissioned

Pay Plan

**Fire Pay Plan approved per the City Collective Bargaining Agreement with Westminster
Professional Firefighters, IAFF, Local 2889 effective
January 7, 2019 – January 3, 2021.**

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt Fire Commissioned Titles**

Position	Pay Grade	Class Code	Exemption Status
Fire Captain - Non Shift	F5	6147	Non-Exempt
Fire Captain - Shift	FS5	6148	Non-Exempt
Fire Engineer - Non Shift	F3	6134	Non-Exempt
Fire Engineer - Shift	FS3	6109	Non-Exempt
Fire Lieutenant - EMS Field Coordinator - Non Shift	F4	6133	Non-Exempt
Fire Lieutenant - EMS Field Coordinator - Shift	FS4	6143	Non-Exempt
Fire Lieutenant - Field Training Officer - Non Shift	F4	6131	Non-Exempt
Fire Lieutenant - Fire Investigator - Non Shift	F4	6121	Non-Exempt
Fire Lieutenant - Fire Plans Examiner/Inspector - Non Shift	F4	6132	Non-Exempt
Fire Lieutenant - Non Shift	F4	6142	Non-Exempt
Fire Lieutenant - Safety and Medical Officer - Non Shift	F4	6144	Non-Exempt
Fire Lieutenant - Safety and Medical Officer - Shift	FS4	6145	Non-Exempt
Fire Lieutenant - Shift	FS4	6108	Non-Exempt
Fire Lieutenant - Technical Services Coordinator - Non Shift	F4	6120	Non-Exempt
Fire Paramedic - Non Shift	F3	6135	Non-Exempt
Fire Paramedic - Shift	FS3	6110	Non-Exempt
Fire Trainee - Non Operational	FT1	6149	Non-Exempt
Firefighter I - Non Shift	F1	6136	Non-Exempt
Firefighter I - Shift	FS1	6112	Non-Exempt
Firefighter II - Non Shift	F2	6137	Non-Exempt
Firefighter II - Shift	FS2	6111	Non-Exempt

Fire Pay Plan approved per the City Collective Bargaining Agreement with Westminster Professional Firefighters, IAFF, Local 2889 effective January 7, 2019 – January 3, 2021.

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt 2019 Fire Commissioned Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	2019 Annual
FT1	1	\$18.59	\$2,082.49	\$4,524.46	\$54,293.47
FS1	1	\$18.59	\$2,082.49	\$4,524.46	\$54,293.47
	2	\$20.52	\$2,298.68	\$4,994.15	\$59,929.83
F1	1	\$26.03	\$2,082.49	\$4,524.46	\$54,293.47
	2	\$28.73	\$2,298.68	\$4,994.15	\$59,929.83
FS2	1	\$21.77	\$2,438.03	\$5,296.91	\$63,562.92
	2	\$22.87	\$2,561.46	\$5,565.07	\$66,780.80
	3	\$24.20	\$2,710.59	\$5,889.06	\$70,668.76
	4	\$25.87	\$2,897.96	\$6,296.15	\$75,553.85
	5	\$27.87	\$3,120.89	\$6,780.49	\$81,365.92
F2	1	\$30.48	\$2,438.03	\$5,296.91	\$63,562.92
	2	\$32.02	\$2,561.46	\$5,565.07	\$66,780.80
	3	\$33.88	\$2,710.59	\$5,889.06	\$70,668.76
	4	\$36.22	\$2,897.96	\$6,296.15	\$75,553.85
	5	\$39.01	\$3,120.89	\$6,780.49	\$81,365.92
FS3	1	\$30.66	\$3,434.08	\$7,460.94	\$89,531.30
F3	1	\$42.93	\$3,434.08	\$7,460.94	\$89,531.30
FS4	1	\$33.42	\$3,742.67	\$8,131.39	\$97,576.73
F4	1	\$46.78	\$3,742.67	\$8,131.39	\$97,576.73
FS5	1	\$38.41	\$4,302.33	\$9,347.32	\$112,167.90
F5	1	\$53.78	\$4,302.33	\$9,347.32	\$112,167.90

Fire Pay Plan approved per the City Collective Bargaining Agreement with Westminster Professional Firefighters, IAFF, Local 2889 effective January 7, 2019 – January 3, 2021.

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt January 2020 Fire Commissioned Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	January 2020 Annual
FT1	1	\$19.06	\$2,134.55	\$4,637.57	\$55,650.80
FS1	1	\$19.06	\$2,134.55	\$4,637.57	\$55,650.80
	2	\$21.04	\$2,356.15	\$5,119.01	\$61,428.07
F1	1	\$26.68	\$2,134.55	\$4,637.57	\$55,650.80
	2	\$29.45	\$2,356.15	\$5,119.01	\$61,428.07
FS2	1	\$22.31	\$2,498.98	\$5,429.33	\$65,152.00
	2	\$23.44	\$2,625.49	\$5,704.19	\$68,450.32
	3	\$24.81	\$2,778.35	\$6,036.29	\$72,435.48
	4	\$26.52	\$2,970.41	\$6,453.56	\$77,442.70
	5	\$28.56	\$3,198.91	\$6,950.01	\$83,400.07
F2	1	\$31.24	\$2,498.98	\$5,429.33	\$65,152.00
	2	\$32.82	\$2,625.49	\$5,704.19	\$68,450.32
	3	\$34.73	\$2,778.35	\$6,036.29	\$72,435.48
	4	\$37.13	\$2,970.41	\$6,453.56	\$77,442.70
	5	\$39.99	\$3,198.91	\$6,950.01	\$83,400.07
FS3	1	\$31.43	\$3,519.93	\$7,647.46	\$91,769.58
F3	1	\$44.00	\$3,519.93	\$7,647.46	\$91,769.58
FS4	1	\$34.25	\$3,836.24	\$8,334.68	\$100,016.15
F4	1	\$47.95	\$3,836.24	\$8,334.68	\$100,016.15
FS5	1	\$39.37	\$4,409.89	\$9,581.01	\$114,972.09
F5	1	\$55.12	\$4,409.89	\$9,581.01	\$114,972.09

Fire Pay Plan approved per the City Collective Bargaining Agreement with Westminster Professional Firefighters, IAFF, Local 2889 effective January 7, 2019 – January 3, 2021.

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt July 2020 Fire Commissioned Pay Plan**

Grade	Step	Salary			
		Hourly	Bi-Weekly	Monthly	July 2020 Annual
FT1	1	\$19.53	\$2,187.92	\$4,753.51	\$57,042.07
FS1	1	\$19.53	\$2,187.92	\$4,753.51	\$57,042.07
	2	\$21.56	\$2,415.05	\$5,246.98	\$62,963.78
F1	1	\$27.35	\$2,187.92	\$4,753.51	\$57,042.07
	2	\$30.19	\$2,415.05	\$5,246.98	\$62,963.78
FS2	1	\$22.87	\$2,561.46	\$5,565.07	\$66,780.80
	2	\$24.03	\$2,691.13	\$5,846.80	\$70,161.58
	3	\$25.43	\$2,847.81	\$6,187.20	\$74,246.37
	4	\$27.18	\$3,044.67	\$6,614.90	\$79,378.77
	5	\$29.28	\$3,278.88	\$7,123.76	\$85,485.07
F2	1	\$32.02	\$2,561.46	\$5,565.07	\$66,780.80
	2	\$33.64	\$2,691.13	\$5,846.80	\$70,161.58
	3	\$35.60	\$2,847.81	\$6,187.20	\$74,246.37
	4	\$38.06	\$3,044.67	\$6,614.90	\$79,378.77
	5	\$40.99	\$3,278.88	\$7,123.76	\$85,485.07
FS3	1	\$32.21	\$3,607.93	\$7,838.65	\$94,063.82
F3	1	\$45.10	\$3,607.93	\$7,838.65	\$94,063.82
FS4	1	\$35.11	\$3,932.15	\$8,543.05	\$102,516.56
F4	1	\$49.15	\$3,932.15	\$8,543.05	\$102,516.56
FS5	1	\$40.36	\$4,520.14	\$9,820.53	\$117,846.40
F5	1	\$56.50	\$4,520.14	\$9,820.53	\$117,846.40

Fire Pay Plan approved per the City Collective Bargaining Agreement with Westminster Professional Firefighters, IAFF, Local 2889 effective January 7, 2019 – January 3, 2021.



WESTMINSTER

Section G

Non-Exempt Police Sworn Pay Plan

**City of Westminster
Authorized 2019 / 2020 Budget
Non-Exempt Police Sworn Position Titles**

Position	Pay Grade	Class Code	Exemption Status
Court Security	P2	6235	Non-Exempt
Police Officer	P2	6207	Non-Exempt
Police Officer Trainee	P1	6218	Non-Exempt
Senior Police Officer	P3	6206	Non-Exempt
Sergeant	P4	6204	Non-Exempt

**City of Westminster
 Authorized 2019 / 2020 Budget
 Non-Exempt 2019 Police Sworn Pay Plan**

Grade	Step	Salary			2019 Annual
		Hourly	Bi-Weekly	Monthly	
P1	1	\$22.27	\$1,781.22	\$3,869.92	\$46,439.02

P2	1	\$28.34	\$2,267.58	\$4,926.59	\$59,119.07
	2	\$29.78	\$2,382.34	\$5,175.92	\$62,111.06
	3	\$31.29	\$2,502.99	\$5,438.03	\$65,256.38

P3	1	\$33.57	\$2,685.99	\$5,835.62	\$70,027.45
	2	\$35.27	\$2,821.97	\$6,131.05	\$73,572.58
	3	\$37.97	\$3,037.99	\$6,600.39	\$79,204.69
	4	\$41.93	\$3,354.43	\$7,287.89	\$87,454.68

P4	1	\$45.57	\$3,645.44	\$7,920.14	\$95,041.71
	2	\$47.87	\$3,829.99	\$8,321.10	\$99,853.19
	3	\$50.30	\$4,023.88	\$8,742.36	\$104,908.26
	4	\$52.84	\$4,227.59	\$9,184.94	\$110,219.24



WESTMINSTER

Section H

Hourly / Seasonal Pay Plan

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal Titles**

Position	Pay Grade	Class Code	Class Section	Exemption Status
After Hours Facility Supervisor	H23	9101	Facilities	Non-Exempt
Aide	H7	9179	Aquatics	Non-Exempt
Aide	H7	9179	Support Staff	Non-Exempt
Arts Instructor	H16	9176	Programs	Non-Exempt
Assistant Golf Professional (Hourly)	H8	9162	Golf	Non-Exempt
Assistant Sports Coach	H7	9105	Sports	Non-Exempt
Assistant Sports Coach	H7	9105	Aquatics	Non-Exempt
Building Ambassador	H11	9169	Facilities	Non-Exempt
Bus Driver	H20	9106	Support Staff	Non-Exempt
Child Care Attendant	H7	9107	Programs	Non-Exempt
Dance Program Director	H27	9113	Programs	Non-Exempt
Dietitian	H36	9114	Fitness	Non-Exempt
Document Imaging Clerk	H15	9175	Support Staff	Non-Exempt
Early Childhood Program Director (large)	H23	9166	Programs	Non-Exempt
Early Childhood Program Director (small)	H21	9167	Programs	Non-Exempt
Emergency Worker	E1	9025	Emergency Relief	Non-Exempt
Field Worker	H8	9183	Support Staff	Non-Exempt
Fitness Instructor	H23	9177	Fitness	Non-Exempt
Gate Attendant	S7	9002	Seasonal Positions	Non-Exempt
Golf Course Attendant	H7	9160	Golf	Non-Exempt
Golf Course Retail Shop Clerk	H7	9178	Golf	Non-Exempt
Golf Instructor Grade 1	G1	9061	Golf Instructor	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal Titles**

Position	Pay Grade	Class Code	Class Section	Exemption Status
Golf Instructor Grade 2	G2	9062	Golf Instructor	Non-Exempt
Golf Instructor Grade 3	G3	9063	Golf Instructor	Non-Exempt
Golf Instructor Grade 4	G4	9064	Golf Instructor	Non-Exempt
Guest Services Cashier	H7	9164	Facilities	Non-Exempt
Gym Monitor	H7	9158	Facilities	Non-Exempt
Instructor I (includes: Martial Arts, Climbing Wall)	H7	9040	Programs	Non-Exempt
Instructor II (includes: Tot Activities, Child/Teen Activities)	H8	9041	Programs	Non-Exempt
Instructor III (includes: Martial Arts, Climbing Wall, Early Childhood Teacher)	H9	9042	Programs	Non-Exempt
Instructor IV (includes: Child/Teen Activities)	H12	9043	Programs	Non-Exempt
Instructor V (includes: Dance)	H20	9044	Programs	Non-Exempt
Intern I	H11	9180	Support Staff	Non-Exempt
Intern II	H18	9181	Support Staff	Non-Exempt
Intern III	H28	9182	Support Staff	Non-Exempt
Lifeguard (Hourly)	H7	9119	Aquatics	Non-Exempt
Lifeguard II (Hourly)	H8	9185	Aquatics	Non-Exempt
Massage Therapist	H38	9122	Fitness	Non-Exempt
Massage Therapist II	H39	9186	Fitness	Non-Exempt
Park Attendant	H14	9184	Support Staff	Non-Exempt
Park Ranger Trainee	S7	9066	Seasonal Positions	Non-Exempt
Personal Trainer	H30	9124	Fitness	Non-Exempt
Pilates Instructor	H35	9125	Fitness	Non-Exempt
Private Swim Lesson Instructor	H21	9131	Aquatics	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal Titles**

Position	Pay Grade	Class Code	Class Section	Exemption Status
Program Coordinator I (Art, Safety Cert, Outdoor)	H15	9172	Programs	Non-Exempt
Program Coordinator II (After School)	H18	9173	Programs	Non-Exempt
Scorekeeper	H7	9144	Sports	Non-Exempt
Seasonal Park Ranger	S12	9004	Seasonal Positions	Non-Exempt
Seasonal Specialist	S7	9003	Seasonal Positions	Non-Exempt
Special Projects Employee	H60	9174	Support Staff	Non-Exempt
Sport Coach	H12	9146	Aquatics	Non-Exempt
Sport Coach	H12	9146	Sports	Non-Exempt
Sport Official (adult)	H24	9147	Sports	Non-Exempt
Sport Referee I (youth)	H7	9148	Sports	Non-Exempt
Sport Referee II (youth)	H17	9149	Sports	Non-Exempt
Sport Supervisor	H8	9150	Sports	Non-Exempt
Student Intern	H7	9171	Support Staff	Non-Exempt
Summer Camp Aide	S7	9026	Seasonal Positions	Non-Exempt
Summer Camp Leader	S8	9027	Seasonal Positions	Non-Exempt
Summer Camp Supervisor	S9	9028	Seasonal Positions	Non-Exempt
Swimming Lesson Instructor	H7	9159	Aquatics	Non-Exempt
Van Driver	H7	9153	Support Staff	Non-Exempt
Yoga Instructor	H35	9156	Fitness	Non-Exempt
Youth Camp Leader	H7	9170	Programs	Non-Exempt

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal 2019 Pay Plan**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
H7	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H8	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
H9	\$11.70	\$12.27	\$12.87	\$13.50	\$14.16	\$14.85
H11	\$12.40	\$13.00	\$13.64	\$14.30	\$15.00	\$15.74
H12	\$12.76	\$13.38	\$14.04	\$14.72	\$15.44	\$16.20
H14	\$13.52	\$14.18	\$14.87	\$15.60	\$16.37	\$17.17
H15	\$13.91	\$14.59	\$15.31	\$16.06	\$16.85	\$17.67
H16	\$14.32	\$15.02	\$15.76	\$16.53	\$17.34	\$18.20
H17	\$14.74	\$15.46	\$16.22	\$17.02	\$17.85	\$18.73
H18	\$15.18	\$15.92	\$16.70	\$17.52	\$18.38	\$19.29
H20	\$16.08	\$16.87	\$17.70	\$18.57	\$19.48	\$20.44
H21	\$16.56	\$17.37	\$18.22	\$19.12	\$20.06	\$21.05
H23	\$17.54	\$18.41	\$19.31	\$20.26	\$21.26	\$22.31
H24	\$18.06	\$18.95	\$19.88	\$20.86	\$21.89	\$22.97
H27	\$19.71	\$20.68	\$21.70	\$22.77	\$23.89	\$25.07
H28	\$20.29	\$21.29	\$22.34	\$23.44	\$24.60	\$25.81
H30	\$21.51	\$22.57	\$23.68	\$24.85	\$26.08	\$27.37
H35	\$24.89	\$26.12	\$27.41	\$28.76	\$30.19	\$31.68
H36	\$25.62	\$26.89	\$28.22	\$29.62	\$31.08	\$32.62
H38	\$27.17	\$28.51	\$29.92	\$31.40	\$32.96	\$34.59
H39	\$29.65	\$31.12	\$32.66	\$34.28	\$35.97	\$37.75
H60	Min Wage	-	-	-	-	\$200.00
S7	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
S8	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
S9	\$11.70	\$12.27	\$12.87	\$13.50	\$14.16	\$14.85
S12	\$12.76	\$13.38	\$14.04	\$14.72	\$15.44	\$16.20

**City of Westminster
 Authorized 2019 / 2020 Budget
 Hourly / Seasonal 2019 Pay Plan**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
E1	Min Wage	-	-	-	-	\$200.00
G1	\$20.00	-	-	-	-	\$25.00
G2	\$45.00	-	-	-	-	\$50.00
G3	\$55.00	-	-	-	-	\$60.00
G4	\$65.00	-	-	-	-	\$70.00

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal 2019 Pay Plan by Section**

Grade	Class Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Aquatics								
H7	9179	Aide	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H7	9105	Assistant Sports Coach	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H7	9119	Lifeguard (Hourly)	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H8	9185	Lifeguard II (Hourly)	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
H21	9131	Private Swim Lesson Instructor	\$16.56	\$17.37	\$18.22	\$19.12	\$20.06	\$21.05
H12	9146	Sport Coach	\$12.76	\$13.38	\$14.04	\$14.72	\$15.44	\$16.20
H7	9159	Swimming Lesson Instructor	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00

Facilities								
H23	9101	After Hours Facility Supervisor	\$17.54	\$18.41	\$19.31	\$20.26	\$21.26	\$22.31
H11	9169	Building Ambassador	\$12.40	\$13.00	\$13.64	\$14.30	\$15.00	\$15.74
H7	9164	Guest Services Cashier	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H7	9158	Gym Monitor	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00

Fitness								
H36	9114	Dietitian	\$25.62	\$26.89	\$28.22	\$29.62	\$31.08	\$32.62
H23	9177	Fitness Instructor	\$17.54	\$18.41	\$19.31	\$20.26	\$21.26	\$22.31
H38	9122	Massage Therapist	\$27.17	\$28.51	\$29.92	\$31.40	\$32.96	\$34.59
H39	9186	Massage Therapist II	\$29.65	\$31.12	\$32.66	\$34.28	\$35.97	\$37.75
H30	9124	Personal Trainer	\$21.51	\$22.57	\$23.68	\$24.85	\$26.08	\$27.37
H35	9125	Pilates Instructor	\$24.89	\$26.12	\$27.41	\$28.76	\$30.19	\$31.68
H35	9156	Yoga Instructor	\$24.89	\$26.12	\$27.41	\$28.76	\$30.19	\$31.68

Golf								
H8	9162	Assistant Golf Professional (Hourly)	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
H7	9160	Golf Course Attendant	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H7	9178	Golf Course Retail Shop Clerk	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal 2019 Pay Plan by Section**

Grade	Class Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Programs								
H16	9176	Arts Instructor	\$14.32	\$15.02	\$15.76	\$16.53	\$17.34	\$18.20
H7	9107	Child Care Attendant	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H27	9113	Dance Program Director	\$19.71	\$20.68	\$21.70	\$22.77	\$23.89	\$25.07
H23	9166	Early Childhood Program Director (large)	\$17.54	\$18.41	\$19.31	\$20.26	\$21.26	\$22.31
H21	9167	Early Childhood Program Director (small)	\$16.56	\$17.37	\$18.22	\$19.12	\$20.06	\$21.05
H7	9040	Instructor I (includes: Martial Arts, Climbing Wall)	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H8	9041	Instructor II (includes: Tot Activities, Child/Teen Activities)	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
H9	9042	Instructor III (includes: Martial Arts, Climbing Wall, Early Childhood Teacher)	\$11.70	\$12.27	\$12.87	\$13.50	\$14.16	\$14.85
H12	9043	Instructor IV (includes: Child/Teen Activities)	\$12.76	\$13.38	\$14.04	\$14.72	\$15.44	\$16.20
H20	9044	Instructor V (includes: Dance)	\$16.08	\$16.87	\$17.70	\$18.57	\$19.48	\$20.44
H15	9172	Program Coordinator I (Art, Safety Cert, Outdoor)	\$13.91	\$14.59	\$15.31	\$16.06	\$16.85	\$17.67
H18	9173	Program Coordinator II (After School)	\$15.18	\$15.92	\$16.70	\$17.52	\$18.38	\$19.29
H7	9170	Youth Camp Leader	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00

Seasonal Positions								
S7	9002	Gate Attendant	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
S7	9066	Park Ranger Trainee	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
S12	9004	Seasonal Park Ranger	\$12.76	\$13.38	\$14.04	\$14.72	\$15.44	\$16.20
S7	9003	Seasonal Specialist	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
S7	9026	Summer Camp Aide	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
S8	9027	Summer Camp Leader	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
S9	9028	Summer Camp Supervisor	\$11.70	\$12.27	\$12.87	\$13.50	\$14.16	\$14.85

**City of Westminster
Authorized 2019 / 2020 Budget
Hourly / Seasonal 2019 Pay Plan by Section**

Grade	Class Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Sports								
H7	9105	Assistant Sports Coach	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H7	9144	Scorekeeper	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H12	9146	Sport Coach	\$12.76	\$13.38	\$14.04	\$14.72	\$15.44	\$16.20
H24	9147	Sport Official (adult)	\$18.06	\$18.95	\$19.88	\$20.86	\$21.89	\$22.97
H7	9148	Sport Referee I (youth)	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H17	9149	Sport Referee II (youth)	\$14.74	\$15.46	\$16.22	\$17.02	\$17.85	\$18.73
H8	9150	Sport Supervisor	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43

Support Staff								
H7	9179	Aide	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H20	9106	Bus Driver	\$16.08	\$16.87	\$17.70	\$18.57	\$19.48	\$20.44
H15	9175	Document Imaging Clerk	\$13.91	\$14.59	\$15.31	\$16.06	\$16.85	\$17.67
H8	9183	Field Worker	\$11.37	\$11.92	\$12.50	\$13.11	\$13.75	\$14.43
H11	9180	Intern I	\$12.40	\$13.00	\$13.64	\$14.30	\$15.00	\$15.74
H18	9181	Intern II	\$15.18	\$15.92	\$16.70	\$17.52	\$18.38	\$19.29
H28	9182	Intern III	\$20.29	\$21.29	\$22.34	\$23.44	\$24.60	\$25.81
H14	9184	Park Attendant	\$13.52	\$14.18	\$14.87	\$15.60	\$16.37	\$17.17
H60	9174	Special Projects Employee	Min Wage	-	-	-	-	\$200.00
H7	9171	Student Intern	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00
H7	9153	Van Driver	\$11.10	\$11.57	\$12.14	\$12.73	\$13.35	\$14.00

*Progression through the pay range is based on administrative policy relating to length of service and job performance.
City of Westminster is authorized by City Council to Pay Colorado/Federal minimum wage.*

**City of Westminster
 Authorized 2019 / 2020 Budget
 Hourly / Seasonal 2019 Pay Plan by Section**

Golf Instructor				
Grade	Class Code	Position	Step 1	Step 2
G1	9061	Golf Instructor Grade 1	\$20.00	\$25.00
G2	9062	Golf Instructor Grade 2	\$45.00	\$50.00
G3	9063	Golf Instructor Grade 3	\$55.00	\$60.00
G4	9064	Golf Instructor Grade 4	\$65.00	\$70.00

Emergency Relief				
Grade	Class Code	Position	Min Wage	Max Wage
E1	9025	Emergency Worker	Min Wage	\$200.00

****Emergency Relief Pay Plan to be enacted only during a City of Westminster state of emergency****



W E S T M I N S T E R

Section I

Temporary Funded Section

PLEASE NOTE: These are Temporary Funded Non FTE Positions and will be re-evaluated every budget year.

Employees should be in designated positions for no more than (3) three consecutive years.

**City of Westminster
Authorized 2019 / 2020 Budget
Temporary Funded Positions**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
General Fund				
<i>Economic Development Department</i>				
10040050	<i>Administration Division</i>			
	<i>Department Intern</i>	1.000	0.000	0.000
	<i>Administration Division Total</i>	1.000	0.000	0.000
<i>Economic Development Department Sum</i>		1.000	0.000	0.000
Human Resources Department				
10045050	Administration Division			
	Department Intern	1.000	1.000	1.000
	Administration Division Total	1.000	1.000	1.000
Human Resources Department Total		1.000	1.000	1.000
Parks, Recreation and Libraries Department				
10050050	Administration Division			
	<i>Senior Management Analyst</i>	1.000	0.000	0.000
	<i>Westminster Legacy Foundation Development Coordinator</i>	1.000	0.000	0.000
	<i>Westminster Legacy Foundation Executive Director</i>	0.000	1.000	1.000
	Administration Division Total	2.000	1.000	1.000
Parks, Recreation and Libraries Department Total		2.000	1.000	1.000
Police Department				
Police Patrol Services Division				
100205000349	Patrol Section			
	<i>Court Marshal</i>	2.000	0.000	0.000
	Police Officer Trainee	3.000	3.000	3.000
	Patrol Section Total	5.000	3.000	3.000
Police Patrol Services Division Total		5.000	3.000	3.000
Police Specialized Services Division				
100203000344	Investigations Section			
	Court Security	0.000	2.000	2.000
	Police Commander	0.000	1.000	1.000
	Technical Services Coordinator	1.000	1.000	1.000
	Investigations Section Total	1.000	4.000	4.000
100203000341	Professional Services Section			
	Police Commander	1.000	0.000	0.000
	Professional Services Section Total	1.000	0.000	0.000
Police Specialized Services Division Total		2.000	4.000	4.000
Police Department Total		7.000	7.000	7.000
General Fund Total		11.000	9.000	9.000

PLEASE NOTE: These are Temporary Funded Non FTE Positions and will be re-evaluated every budget year. Employees should be in designated positions for no more than (3) three consecutive year.

**City of Westminster
Authorized 2019 / 2020 Budget
Temporary Funded Positions**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Utility Fund				
Information Technology Department				
20060230	Information Technology Division			
	Department Intern	2.000	2.000	2.000
	Information Technology Division Total	2.000	2.000	2.000
Information Technology Department Total		2.000	2.000	2.000
Public Works and Utilities Department				
Utilities Operations Division				
20035470	Water Field Operations Section			
	Apprentice	2.000	2.000	2.000
	Water Field Operations Section Total	2.000	2.000	2.000
21035470	Wastewater Field Operations Section			
	Apprentice	2.000	2.000	2.000
	Wastewater Field Operations Section Total	2.000	2.000	2.000
21035490	Wastewater Plant Section			
	Apprentice	2.000	2.000	2.000
	Wastewater Plant Section Total	2.000	2.000	2.000
	Utilities Operations Division Total	6.000	6.000	6.000
Public Works and Utilities Department Total		6.000	6.000	6.000
Utility Fund Total		8.000	8.000	8.000

PLEASE NOTE: These are Temporary Funded Non FTE Positions and will be re-evaluated every budget year. Employees should be in designated positions for no more than (3) three consecutive year.

**City of Westminster
Authorized 2019 / 2020 Budget
Temporary Funded Positions**

Business Unit	Position Title	2018 Amended Authorized	2019 Authorized	2020 Authorized
Other Fund				
General Services Department				
Fleet Maintenance Fund				
300124600911	Fleet Division / Public Safety Section			
	Apprentice	0.000	1.000	1.000
	Fleet Division / Public Safety Section Total	0.000	1.000	1.000
	Fleet Maintenance Fund Total	0.000	1.000	1.000
General Services Department Sum		0.000	1.000	1.000
Parks, Recreation and Libraries Department				
Golf Course Enterprise Fund - Legacy Ridge Golf Course				
220507200249	Legacy Ridge - Club House			
	Player Development Programs Coordinator	0.500	0.500	0.500
	Legacy Ridge - Club House Total	0.500	0.500	0.500
	Golf Course Enterprise Fund - Legacy Ridge Golf Course Total	0.500	0.500	0.500
Golf Course Enterprise Fund - Walnut Creek Golf Preserve				
230507200249	Walnut Creek Golf Preserve - Club House			
	Player Development Programs Coordinator	0.500	0.500	0.500
	Walnut Creek Golf Preserve - Club House Total	0.500	0.500	0.500
	Golf Course Enterprise Fund - Walnut Creek Golf Preserve Total	0.500	0.500	0.500
Parks, Recreation and Libraries Department Total		1.000	1.000	1.000
Other Fund Total		1.000	2.000	2.000
Grand Total		20.000	19.000	19.000

PLEASE NOTE: These are Temporary Funded Non FTE Positions and will be re-evaluated every budget year. Employees should be in designated positions for no more than (3) three consecutive year.